



Commission on Accreditation for
Law Enforcement Agencies, Inc.
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May 8, 2018

Mr. David Rahinsky
Chief of Police
Grand Rapids Police Department
One Monroe Center NW
Grand Rapids, MI 49503

Dear Chief Rahinsky:

CALEA Accreditation represents a commitment to professional excellence. The work of your organization toward attaining this internationally recognized credential is indicative of sound leadership, as well as practitioner support of adherence to standards.

The report accompanying this transmittal is provided only to the chief executive officer and represents observations and findings from the most recent standards-based review of the organization. It is important to review this document in its entirety with specific attention to any matter indicating compliance concerns, required policy/practice adjustments, or outcomes not reflective of the intent of standards. The Commission will use this document as the primary resource in considering your organization for accreditation. To that end, you or a qualified representative(s) should be prepared to address information contained in this report and respond to inquiries by Commissioners

The Grand Rapids Police Department is scheduled for a Review Committee Hearing at the next Commission Conference in Grand Rapids, Michigan on July 28, 2018. While the Commission does not require your attendance at this hearing, your participation helps ensure a comprehensive understanding of issues impacting your agency's candidacy. An Awards Banquet for successful organizations will occur in the evening following the Review Committee Hearing.

CALEA is *The Gold Standard for Public Safety Agencies* and we are honored to have your organization participate in this highly regarded process.

Sincerely,

W. Craig Hartley, Jr.
Executive Director



Grand Rapids (MI) Police Department Assessment Report



2018

**Grand Rapids (MI) Police Department
Assessment Report
April, 2018**

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A. Agency name, CEO and AM

Grand Rapids (MI) Police Department
1 Monroe center NW
Grand Rapids, MI 49503

David Rahinsky, Chief of Police
Dan Adams, Sgt. and Accreditation Manager

B. Dates of the On-Site Assessment:

March 4 – 6, 2018

C. Assessment Team:

1. Team Leader: Scott A. Cunningham
Chief of Police, Retired
Kernersville, NC Police Department
1429 Freer Cove
Leander, Texas 78641
(336) 509-5427
65cunninghams@gmail.com

2. Team Member: Kevin Hall
Assistant Chief
Monroe Community College, Dept. of Public Safety
1000 East Henrietta Road
Rochester, NY 14623
(585) 292-2904
Khall006@monroecc.edu

D. CALEA Program Manager and Type of On-site:

Mr. Dan Shaw

Initial accreditation, C size (369 personnel; authorized 295 sworn and 74 non-sworn)
5th edition Law Enforcement Tier 1 Accreditation

The agency utilizes the PowerDMS software suite.

E. Community and Agency Profile:

1. Community profile

Grand Rapids is located in western Michigan, on the Grand River, approximately 30 miles from Lake Michigan. It is located where the Grand River contained large rapids prohibiting boat traffic from travelling further, hence its name. It was incorporated in 1835 and serves as the county seat for Kent County. The city is the second largest in Michigan with a population of approximately 190,000 residents, located in a metropolitan area of over 1 million people. It is a diverse city in terms of population and land use (residential, commercial, industrial, open lands/recreational areas, etc). It is nicknamed ‘Furniture City’ since it is home to five of the world’s leading office furniture companies. Former President Gerald Ford was born here and his Presidential Museum is located here. It is also one of the fastest growing business areas in America.

2. Agency profile

The Grand Rapids Police Department (GRPD) is a full service law enforcement agency. The agency is very stable as since its creation in 1871, there have only been 14 police chiefs. The agency is the second largest municipal agency in Michigan. It is functionally organized and includes two major divisions, each lead by a Deputy Chief. The Field Operations Division consists of the Uniformed Patrol Division, Special Response Team, Traffic Unit, and Office of Special Events. The Administrative/Investigative Division consists of the Support Services Division, Investigations Division, Community Engagement Unit, and the Office of Research and Planning. The agency is a very progressive agency and is very interactive with and transparent to the community.

3. Demographics

The demographic composition of the service area and agency are represented in the following table:

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Assessment Sworn Officers		Prior Assessment Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
Caucasian	110,000	59	4015	82	262	88	32	11	NA	NA	NA	NA
African-American	39,300	18	600	12	14	5	0	0	NA	NA	NA	NA
Hispanic	29,300	15	115	3	13	5	2	5	NA	NA	NA	NA
Other	19,963	8	140	3	6	2	2	1	NA	NA	NA	NA
Total	189,563	100	4870	100	295	100	36	13	NA	NA	NA	NA

Data provided by City of Grand Rapids Office of Diversity and Inclusion, and Human Resources

Grand Rapids PD has a diverse workforce that generally approximates the available workforce. It is slightly low regarding African Americans, but meets or exceeds with Hispanics, Other, and Women. The agency is aware of this information and has been working to enhance its diversity by aggressive, proactive, and focused recruiting.

4. Future issues

Chief Rahinsky identified three issues of concern and focus for the agency. The first involves how the agency and its personnel interact with youth. Although the agency generally has a very good relationship with the community and its youth, the agency has experienced an incident wherein the agency believes an enhancement to training and policy would be beneficial. They are examining how the agency interacts with youth and is currently working with various stakeholders to create a new Youth Interaction Policy. The second area of concern involves increasing the existence and utilization of crime data, crime mapping, and crime analysis. The agency is implementing a 'Compstat' type process which will provide more information to Service Area Commanders and then allow there to be more detailed discussions about crime trends and action plans, with commanders being held more accountable for crime and quality of life in their respective areas. The last concern involves continuing to work on the city and agency "12-Point Plan" which was created after a follow-up study regarding traffic stops suggested minority members were being stopped at disparate numbers. The agency has taken significant steps to improve its processes, training, and overall community relations.

5. CEO biography

Chief Rahinsky took over as Chief of Police in July 2014 and has added great value to the agency and community. Chief Rahinsky spent the bulk of his career with the Broward County Florida Sheriff's Office. He worked in numerous assignments and was selected as Chief of Police for the City of Pembroke Park, Florida in 2001. In 2006 he was selected as Deputy Chief in Franklin, Tennessee and eventually Chief in 2011. Chief Rahinsky holds a Master's degree in Criminology from Florida State University, and has attended the FBI National Academy and Senior Management Institute for Policing. He is very active in the community and is leading the Grand Rapids Police Department forward.

F. Public Information Activities:

Public notice and input are corner stones of democracy and CALEA accreditation. This section reports on the community's opportunity to comment on their law enforcement agency and to bring matters to the attention of the Commission that otherwise may be overlooked.

a. Public Information Session

The agency arranged for a public information session to be held Monday March 5 in the City Commission Chambers in downtown Grand Rapids. This location is centrally located and is used for various interactions and meetings between the public and city departments. It was scheduled to start at 7:00 pm and started at 7:05 pm. The Chief and Accreditation Manager attended as did 17 citizens, with seven citizens offering comments. One speaker asked questions about the accreditation process and offered no comments. The team answered the relative questions and referred other questions to the agency. Five of the speakers were either residents or business persons. Each offered comments that were very complimentary of the officers, leadership, and agency. These comments included: the agency doing a great job despite being severely understaffed; the agency being open to criticism and discussing issues with the community; the officers being professional, passionate, caring, honorable, knowledgeable, dedicated, and actively involved in events and the community; and the agency being transparent and deserving of accreditation. One speaker was very recently hired as a police officer, and complimented the agency on its background process, specifically the comprehensiveness of the process and that they kept him informed during the process. After the session ended at 7:40 pm, the assessors spoke with several attendees. This included the Mayor, a citizen, an assistant public defender, and the media. The assistant public defender was very complimentary of the agency. The Mayor praised the agency for its service and efforts.

b. Telephone Contacts

An open telephone was in operation from 2:00 pm through 4:00 pm as scheduled. The line was tested from an outside number to ensure functionality. A total of eight calls were received. One caller was part of the business community and stated that he was impressed with the agency and its personnel. He stated the agency has a culture of using laws for the greater good and improving the quality of life, not just arresting people. Three callers were accreditation managers from other agencies and praised GRPD for being in the process, and for helping other agencies with various issues. One caller complimented the agency for being involved in a pilot project where police met and interacted with youth in the parks. Two callers were Chiefs or Deputy Chiefs of other agencies, and praised the agency for being very professional and helpful, and should be accredited. The final caller was a long time Chief and national community oriented policing resource who is working with GRPD on enhancing the agency through the 21st Century Policing report. He advised that he was very impressed with agency policies and practices; that the agency was taking the tough road of engaging in difficult conversations with the community in a very open, respectful, and transparent way; and that he fully supports accreditation and believes GRPD should be accredited.

c. Correspondence

There were no items of correspondence received regarding this agency.

d. Media Interest

During the onsite, Chief Rahinsky interviewed with a local media outlet on Monday and encouraged people to either call in or attend the public information session. The local ABC affiliate attended the information session and then conducted an on-camera interview with the Team Leader. This interview focused on the nature of accreditation, the process, and on how we examined GRPD. It aired Monday night on the 11:30 pm news.

e. Public Information Material

The agency created and implemented a comprehensive public information plan. It included mailings and emails to community groups, media outlets, business groups, and numerous individuals and community leaders. Agency personnel were well aware of the onsite and overall process. Media releases were sent out at various times. Notices were posted in municipal buildings and various media interviews were conducted. The number of people involved in the call-in session and public information session indicated that the agency was effective in publicizing the onsite and opportunities for public input.

f. Community Outreach Contacts

The assessors conducted a number of qualitative interviews with citizens, business persons, and agency personnel. Citizens were very complimentary of the agency and made comments that included professional, caring, interactive with the community, and proactive. Business members indicated that the agency was a valuable asset to the community and helped to create a quality of life that was conducive to good business and living environment. Agency personnel were excited about the agency overall and demonstrated a dedication to the profession and to the community. They were knowledgeable about their role, tasks, and various policies including those related to the accreditation process. The agency arranged for two sessions wherein a group of people came to headquarters and met with the accreditation team. The team leader met with each for 30 to 60 minutes and discussed the agency and accreditation. The first group was composed of approximately eight law enforcement officials representing the prosecutor's offices, federal agencies, and local law enforcement agencies. The participants were directly involved with GRPD in various efforts and programs. Each praised GRPD for its willingness to participate with them individually and collectively; for being an active member in efforts to resolve community issues; for being proactively involved with planning efforts; and for sharing resources and knowledge. They had no negatives to offer. The second group represented the various neighborhood partnerships that GRPD was involved in. This group consisted of twelve citizens from various parts of the community. It was also a diverse group representing

various races, ethnicities, and sexes. The main theme offered by the group was that GRPD was very proactive and interactive in dealing with the community and its various citizens. They highlighted numerous examples of the agency being proactive in outreach efforts; sponsoring and participating in various events, activities, and meetings; being very responsive to questions, concerns, including those about crime, police actions, policies, practices, etc.; and that this range of qualities permeated the agency at all levels. They specifically praised the neighborhood police officer program which gives them specific people to reach out to for information and assistance. The only concerns they voiced involved the need for more officers, positive media stories, and more citizen police academies as there is a waiting list to participate. All of the interviews clearly pointed out that GRPD is well respected and supported in the community by the citizens it serves and by the partners it works with.

G. Essential Services

Law Enforcement Role, Responsibilities, and Relationships and Organization, Management, and Administration. (Chapters 1-17)

The Grand Rapids Police Department understands and embraces its role in the community. They affirmatively focus on procedural justice, fairness, transparency, and building and maintaining positive, interactive relationships with the citizens they serve. They believe in the oath they take and the code of ethics they operate within. All policies and practices are consistent with applicable laws, court decisions, professional practices, and accreditation standards. The agency has professional and comprehensive policies that cover the legal aspects of policing and law enforcement such as search and seizure, protection of constitutional rights, and fundamental fairness for all. Ethical and legal actions are stressed and expected.

The agency is functionally organized to enhance efficiency and effectiveness. Recent organizational changes are documented and focus upon enhancing critical areas such as recruiting, hiring quality personnel, and building community interactions and relationships. The agency has a very good matrix for ensuring that appropriate agency personnel are informed of various incidents, events, or situations. A comprehensive written directive system ensures that all personnel are informed of policies and procedures, and any changes to them. The agency has published goals and objectives that inform the agency and community of its priorities, and progress toward attaining them. The agency has community oriented policing as a foundational philosophy and continues to be proactive in building and enhancing relationships with all of its community members.

Bias Based Profiling

The Grand Rapids Police Department strictly prohibits bias based policing. It has been a leader in looking at this issue and does a lot to ensure that it functions in a legal, ethical, and professional manner that is fair to everyone. After a couple incidents, the agency proactively sought ways to enhance its perception and relationships. The agency and City created a “12 Point Plan to Strengthen Community and Police Relations” to enhance police-community relationships. Personnel recently completed in-depth training regarding biased policing. This included a review of, and enhancement to its biased policing directive and subsequent training. The agency also hired a company to follow up on a 2004 study that focused on traffic stop data analysis. This follow up study suggested that some disparity in traffic stops may exist. The agency and city took proactive steps that included continued analysis of stop and arrest data, implementation of body worn cameras department-wide, training, improving workforce diversity and inclusion, expansion of community policing which includes creation of a Community Engagement Unit, and other outreach efforts to increase police-community understanding and relationships. The agency also contracted with another group that focuses on the elements of the 21st Century Policing report. That group is active with the agency and community, conducting various meetings, listening sessions, and policy reviews. The agency has taken numerous additional steps to enhance its relationships. These include a Police Policy and Procedure Review Task Force, a “Know Your Rights” curriculum, and education regarding the Civilian Appeals Board.

The agency reports that it does not track and report demographic data regarding traffic stops/motorists. The data for the following tables was provided by the Information Technology Office of the 61st District Court, per the request of the agency Accreditation Manager. The agency is fully aware of related issues and is constantly monitoring the actions of its officers. The agency has taken proactive steps to monitor its traffic enforcement activity. The full consultant study regarding traffic stop data analysis is available on the city website. Traffic stop activity has decreased each year during this time frame. The agency understands this fact and attributes it to the review of its activities and the consultants study which was examining the various related issues. The agency advises that they have been actively engaged with the community in reviewing agency efforts to keep the community safe.

Traffic Warnings and Citations, 2015

Race/Sex	Warnings	Citations	Total
Caucasian/Male	*	8613	8613
Caucasian/Female	*	5012	5012
African-American/Male	*	11,917	11,917
African-American/Female	*	5429	5429
Hispanic/Male	*	434	434
Hispanic/Female	*	63	63
Asian/Male	*	121	121
Asian/Female	*	85	85
OTHER	*	301	301
TOTAL	*	31,975	31,975

Traffic Warnings and Citations, 2016

Race/Sex	Warnings	Citations	Total
Caucasian/Male	*	6570	6570
Caucasian/Female	*	4131	4131
African-American/Male	*	9733	9733
African-American/Female	*	4163	4163
Hispanic/Male	*	791	791
Hispanic/Female	*	190	190
Asian/Male	*	94	94
Asian/Female	*	65	65
OTHER	*	283	283
TOTAL	*	26,020	26,020

Traffic Warnings and Citations, 2017

Race/Sex	Warnings	Citations	Total
Caucasian/Male	*	5626	5626
Caucasian/Female	*	4010	4010
African-American/Male	*	8689	8689
African-American/Female	*	3539	3539
Hispanic/Male	*	1114	1114
Hispanic/Female	*	311	311
Asian/Male	*	192	192
Asian/Female	*	90	90
OTHER	*	286	286
TOTAL	*	23,767	23,767

* The agency does not track warning information

The agency does track and report any type of complaints, including bias based complaints. These are fully investigated to determine the truth and ascertain if agency personnel were legal, ethical, and professional in the actions and interactions, and if fully compliant with agency expectations. The results of the investigations are shared consistent with state law and the results are used to determine if individual actions are warranted, or if agency actions such as policy, training, or equipment changes are appropriate. All personnel now wear body cameras and these have proven useful in the investigation of bias based complaints. Also if the complaint is not proven, the citizen is aware of the outcome and reasons.

Bias Based Profiling Complaints

Complaints from:	2015	2016	2017
Traffic contacts	3	5	8
Field contacts	1	2	2
Asset Forfeiture	0	0	0

The agency is aware of the recent increase in complaints. They attribute this to issues that have occurred locally and nationally. The agency also believes that its proactivity and transparency have increased attention and that this has impacted the increase in complaints. While they welcome the concerns voiced by the citizens, the agency indicates that the actual number of violations by its personnel remain extremely low with very few sustained complaints. The agency is very proactive and transparent in this area and continues to monitor its actions, respond to citizen concerns, and deliver fair and legal policing services.

Use of Force

GRPD has very detailed and comprehensive policies and procedures in place to ensure that any use of force is compliant with laws, court decisions, and accreditation standards. The agency closely regulates all uses of force including officer presence, voice commands, weaponless, less lethal, and deadly force. The agency requires that only reasonable force be used and prohibits warning shots. It also requires that appropriate medical aid be either administered or provided following uses of force that result in either complaint of injury or perceived injury. Any use of force must be documented in writing and is reviewed by the entire chain of command. Each reviewer provides comments regarding appropriateness and includes suggestions regarding training, policy, and equipment. All reports are reviewed individually and collectively to ascertain opportunities for enhancement and to prepare the annual use of force report. This report is good overall and provides useful information. Personnel are trained on the agency use of force policy during each periodic training session. Firearms training occurs semi-annually, electronic control weapons annually, and less lethal and other tools and techniques every two years. The training is very comprehensive and generally involves scenarios with full critiques. Tool, technique, and weapons

proficiency is mandatory and is documented. Remedial training is used as warranted and beneficial.

Use of Force

	2015	2016	2017
Firearm	0	0	4
ECW	35	24	43
Baton	3	1	1
OC	15	17	9
Weaponless	387	411	396
Total Uses of Force	440	453	453
Total Use of Force Arrests	369	370	348
Complaints	17	7	10
Total Agency Custodial Arrests	10,897	10,167	12,133

The agency's use of force is low, especially when considering use of any weapons. The vast majority of force (approximately 89%) is weaponless and includes any type of force beyond handcuffing and escorting being used. The vast majority of force involving weapons involved an ECW. Unfortunately the agency used its firearms in 2017 to eliminate deadly threats. These incidents were investigated by the Michigan State Police per agency protocol. Overall, the total uses of force have remained fairly constant over the three-year period. The agency closely monitors all force usage and takes steps deemed appropriate and beneficial based on the subsequent investigations.

Personnel Structure and Personnel Process (Chapters 21-35)

The agency values its personnel and strives to provide an excellent work environment for them. As part of the larger efforts involving the 21st Century Policing report, the agency is utilizing Pillar 6 (Officer Safety and Wellness) to enhance its support of its personnel. Some of these items include equipment and training, while others include excellent fitness facilities, and a physical every two years in which the officer can discuss any health issue. The agency provides a full range of benefits and pay that is consistent with the profession and local levels. The agency does not allow extra duty employment. To monitor and enhance performance, evaluations are completed on sworn personnel every six months, and on support personnel annually. The evaluation process is used to document personnel performance while providing guidance for future performance and career development. An early warning system is used to provide additional, larger picture monitoring of personnel. This system monitors several specific factors and notifies commanders when personnel have reached a preset level. The intent and actual agency use is to monitor performance and provide early notice and intervention when certain events occur over time.

Grievances

The agency has a well-defined grievance policy that is consistent with City policies and collective bargaining agreements. It identifies what can be grieved, applicable procedures and time frames, as well as how the grievance is handled.

Formal Grievances

Grievances	2015	2016	2017
Number	3	4	9

Overall the number of grievances has been consistently low over multiple years. The spike in 2017 was discussed with the agency. Six of the grievances in 2017 stemmed from one incident in which three personnel were involved. This incident involved how a drunk driving case involving a local prosecutor was handled. It was highly publicized and has resulted in discipline, lawsuits, and these six grievances. The remaining grievances throughout the time frame involved a variety of items that were settled at various steps in the process.

Disciplinary

Being that GRPD highly values legal, ethical, and professional policing, it has established a comprehensive set of written directives that guide how agency personnel should conduct themselves. Besides general written directives, this also includes rules and regulations, and a code of conduct. These are designed to ensure that all personnel conduct themselves in accordance with the code of ethics and agency expectations. The system and related processes are clear and comprehensive, and are consistent with City guidelines and applicable collective bargaining agreements. There is an appeals process that is also well-defined. Supervisors are involved in the process and handle certain types of issues. Significant issues are investigated by Internal Affairs. Sexual harassment is strictly prohibited.

Personnel Actions

	2015	2016	2017
Suspension	5	5	5
Demotion	0	0	1
Resign In Lieu of Termination	1	3	1
Termination	1	0	1
Other	0	0	0
Total	7	8	8
Commendations	375	331	285

The agency does holds its personnel accountable for violations of agency directives and expectations. The numbers are fairly low and consistent across the years. The agency also uses various methods of counseling, training, and written documentation as part of the disciplinary process. Each method is used as deemed appropriate and beneficial based on the circumstances. These are used with the intent of adjusting behavior to agency expectations. The agency also uses commendations and positive reinforce to a great extent. This is obvious with the number of commendations indicated in the table above.

Recruitment and Selection (Chapter 31 and 32)

GRPD is actively involved in the recruitment and selection processes. They have comprehensive directives and procedures that comply with state and city guidelines as well as accreditation standards. The recruitment process is an effort where the agency proactively advertises and recruits instead of just advertising. They participate in various job fairs, seek input from community leaders, and attend various efforts at colleges, high schools, military facilities, and community events. They utilize brochures, and various media advertisements to increase the outreach. They also have full time and part time recruiters to multiply their outreach.

The selection process is published and comprehensive. It includes what documents and activities are required. It follows state standards but also adds a civil service examination, panel interview, and an interview with the Chief of Police. A variety of personnel including the Grand Rapids Human Resources Department participate in various parts of the selection process. New hires must successfully complete a one year probationary period.

Sworn Officer Selection Activity in the Past Three Years

Race/Sex	Applications received*	Applicants hired	Percent hired	Percent of workforce population
Caucasian	765	52	68	82.4
African-American	122	6	5	12.4
Hispanic	97	7	7	2.3
Other	67	0	0	2.9
Total	1051	63	6	N/A
Male	886	55	6	83
Female	165	8	5	17

Years reported: 2015 (partial information) 2016, 2017

Population percentage based on 2017 data from Grand Rapids Offices of Diversity & Inclusion, and Human Resources.

* Data not broken down by race & sex, therefore total for M/F indicated in Male box. However M/F data was provided as a group and is added.

The agency has put considerable effort into having a workforce that mirrors the available workforce. They have a goal of eventually matching the entire community since that is the group they serve. The data for 2016 and 2017 (years with complete data) indicate the agency has made significant progress in its hiring results. Of 38 personnel hired in 2016 and 2017, Caucasians accounted for 79% of the total with African Americans 13% and Hispanics 8%. Males accounted for 87% and females were 13% of the hires. This indicates that the agency is being successful. The agency also began hiring non-certified individuals and sponsoring them in the academy. According to the agency, this has increased the diversity of recent hires and is supported by the data. The agency's recruitment plan and its outreach efforts appear to be successful.

Training

The Grand Rapids PD is very focused on training. They have a very wide range of training topics and offerings. This includes an in-house orientation for new sworn personnel of eight weeks wherein agency specific policies and procedures are reviewed. This is in addition to the state required recruit academy and everyone takes this including lateral transfers. Then all new sworn personnel participate in the field training program which is generally 16 weeks. All newly promoted personnel must attend training that covers the tasks, role, and expectations of the new position. Assignments to new components and tasks also requires additional training. The agency has a training facility within its downtown headquarters that includes force on force training, scenario training, fitness and defensive tactics training, and a shooting/decision making simulator area. This is in addition to an agency firearms range. GRPD has excellent training for its personnel which generally exceeds state and accreditation standards.

Promotions

The agency has a well-defined promotional process that is guided by City policies, applicable collective bargaining agreements, and accreditation standards. Promotions occur only on an as-needed basis, when there are openings. The promotional process includes various activities depending on the rank involved. All include a written application using specified forms and containing required information. Some promotions involve written tests that are uniformly conducted and graded. Other aspects of the testing process include interviews, possibly assessment centers, and reviews of personnel files and performance reviews. All newly promoted personnel must attend training relevant to the new position, and some require on the job training. Mentoring is used widely by the agency to provide additional guidance. All newly promoted personnel serve a probationary period.

Sworn Officer Promotions			
	2015	2016	2017
GENDER / RACE TESTED			
Caucasian/Male	*	45	29
Caucasian/ Female	*	3	4
African- American/Male	*	3	1
African- American/ Female	*	0	0
Hispanic/Male	*	4	4
Hispanic/Female	*	0	0
GENDER/ RACE ELIGIBLE AFTER TESTING			
Caucasian/Male	*	26	9
Caucasian/ Female	*	3	2
African- American/Male	*	2	0
African- American/ Female	*	0	0
Hispanic/Male	*	1	1
Hispanic/Female	*	0	0
GENDER/ RACE PROMOTED			
Caucasian/Male	18	2	10
Caucasian/ Female	2	0	1
African- American/Male	1	1	2
African- American/ Female	0	0	0
Hispanic/Male	1	0	1
Hispanic/Female	0	0	0

* Testing date for 2015 not available

All data provided by GR Office of Human Resources

Promotions occur as needed based on openings which occur due to attrition (resignation, retirement, termination, demotion) or when additional positions are authorized. In this time frame, 39 promotions occurred with 9 (23%) of these being some type of diverse personnel. In the most recent two years, diverse personnel accounted for 29% (5 of 17 promotions) of the promotions. This indicates the agency is making progress in having qualified, diverse personnel at various levels of the agency.

Law Enforcement Operations and Operations Support (Chapters 41-61)

The Grand Rapids Police Department is a full service police agency that delivers more than just law enforcement services. They strive to deliver community oriented services, that focus on solving problems, enhancing the overall quality of life for everyone, and building community interaction and support. As one caller stated, the agency uses law enforcement for the greater good of the community and citizens instead of focusing on just pure enforcement efforts. The patrol function is quite busy with handling calls for service and handling a variety of community based tasks such as quality of life initiatives. Neighborhood officers exist to provide a higher level of proactive interaction such as providing information, education, and general assistance. Patrol personnel operate fully equipped marked patrol units which enable call response and proactive patrol in all situations. Good policies and training provide guidance regarding emergency operation of vehicles. Additional resources such as a mounted unit, numerous canine units, and a motorcycle unit provide additional expertise and capabilities that supplement the main patrol group.

Patrol personnel must wear department issued body armor which is kept only within its operational life. Detectives and plain clothes personnel are issued body armor and must wear it during pre-planned high risk situations. Marked and some unmarked vehicles are equipped with in-car camera systems, while body worn cameras are required for patrol personnel. The cameras are required to be activated when agency personnel are involved in conducting official business. The cameras are tested and inspected prior to use to ensure functionality. Personnel may review video to ensure accurate reporting, and data is secure and stored appropriately. Supervisors also review various recordings during specific incidents and randomly to verify compliance with agency expectations and to determine if there are changes warranted in techniques, tactics, behavior, equipment, or policy.

Sworn personnel are provided initial and refresher training regarding mental illness and how to recognize various signs, and how to deal with individuals who are suffering from mental illness, developmental disabilities, or emotional disturbances. The agency works closely with a community mental health facility that provides 24 hour services and assistance. The Detective Unit is composed of five teams: Major Case Teams 1 and 2, Family Services, General Case, and Auto Theft/Financial. This distribution of case types enables the agency and its personnel to develop very effective skill sets which serves the community well. Police officers are assigned as investigators and carry out the latent or follow-up investigations under guidance from the team Sergeant. This component and function is organized very efficiently and provides effective follow-up investigative services. The Crime Analysis Unit collects and analyzes a variety of information, then disseminates it throughout the agency to enhance the effectiveness of agency personnel. Juveniles are handled in accordance with applicable Michigan laws, but with a focus towards protection and development instead of entry into the criminal justice system.

The agency has a strong traffic enforcement presence that is focused on educating motorists and keeping them safe. Enforcement is used as is necessary, but the agency prefers to have voluntary compliance with the traffic safety laws. Detailed policies exist to guide personnel in how traffic stops are to be conducted, what information is to be provided to citizens

Crime Statistics and Calls for Service

Crime Statistics and Calls For Service

	2015	2016	2017
Murder	10	13	12
Forcible Rape	97	142	208
Robbery	434	341	334
Aggravated Assault	901	963	983
Burglary	990	877	824
Larceny-Theft	3492	4286	3510
Motor Vehicle Theft	317	404	377
Arson	47	64	64
Calls For Service	*	83,640	86,067

* The manner in which calls for service were counted changed in 2016, so the 2015 numbers are not comparable.

The City of Grand Rapids has experienced a mix of movement in its crime levels during the listed years. Forcible Rape and Aggravated Assault increased, while Robbery and Burglary dropped. Other offenses fluctuated from year to year. 2016 saw an increase in Part 1 crimes (7090 offenses compared to 6288 in 2015) but 2017 saw a decrease to 6312 Part 1 offenses. Overall calls for service have increased and this is due to demands and expectations for services. This is an area of concern for the agency and community as both desire to deliver a high level of services and spend time with citizens. But as calls for service increase, the amount and quality of time spent interacting is jeopardized.

Vehicle Pursuits

GRPD has a restrictive, yet comprehensive pursuit policy. Personnel may only initiate a pursuit if a suspect commits or is fleeing from a violent felony, unless the member can articulate exceptional circumstances. Policy provides detailed responsibilities for primary and secondary units, as well as supervisors, and communications technicians. Unmarked and specialty vehicles have pursuit restrictions depending on the vehicle type. The pursuit must be terminated if the suspect is known, radio communications fail, or the overall risk outweighs the necessity for capture. Supervisors must cancel pursuits if not policy compliant and the involved officer does not cancel. Personnel may assist other agencies involved in pursuits within GRPD jurisdiction if the pursuit meets GRPD policy guidelines and is approved by a supervisor. All personnel involved in a pursuit must complete a detailed written report that includes a description of their

actions. Each pursuit and all related reports are reviewed through the chain of command for policy compliance. The agency conducts an annual analysis of all pursuits to identify any trends, problems, issues, prudent policy revisions, equipment needs, or training needs. Roadblocks and forcible stopping techniques are allowed with supervisory approval. If these techniques are used they must be fully documented and must comply with the agency's use of force policy.

Vehicle Pursuits

PURSUIITS	2015	2016	2017
Total Pursuits	7	6	5
Terminated by Agency	5	3	4
Policy Compliant	3	4	4
Policy Non-compliant	4	2	1
Accidents	0	2	0
Injuries: Officer	0	0	0
: Suspects	0	0	0
: Third Party	0	0	0
Reason Initiated:			
Traffic offense	3	1	1
Felony	2	4	4
Misdemeanor	2	1	0

The agency has a very low number of pursuits which is consistent with its policy and the general understanding of and compliance with that policy. The vast majority of pursuits (67%) are cancelled by the agency. Most pursuits (61%) are policy complaint, and that number has increased to 80% in 2017. Pursuits that originate for traffic offenses are cancelled quickly as they are not in compliance with policy. These are specifically reviewed with a focus on remediation.

Critical Incidents, Special Operations and Homeland Security

GRPD is well equipped, trained, and prepared to handle a wide variety of critical incidents and special operations. These include natural incidents such as flooding, tornados, and heavy winter conditions, all of which are experienced in Grand Rapids. They are extremely skilled in handling a variety of manmade situations such as sporting events, large community events, concerts, VIP visits, and protests. The City is host to numerous concerts, sporting events, and community events on a regular basis. To handle the large amount of events, the agency has a full time special events coordinator, and each week, a master list of upcoming events is discussed at the weekly staff meeting. A full time Special Response Team consisting of sixteen officers, two Sergeants and one Lieutenant exists to handle tactical emergencies and provide surveillance and tactical investigative services for the agency. The team trains weekly on various techniques and situations, and is highly skilled. They have a variety of equipment to assist them in keeping the community and citizens safe. Two Officers are assigned to the U.S. Marshal's Task Force which aides in leveraging additional resources for the community. The agency also has a Hostage Negotiation Team and

Bomb Squad to provide additional specialized resources and skill sets. The agency is involved with numerous efforts dealing with general homeland security and, based on the comments from the local law enforcement partners, the agency has excellent relationships with and actively participates in joint efforts with numerous local, state, and federal agencies. A designated area exists within police headquarters that functions as an emergency operations center and serves the agency, and sometimes the City.

Internal Affairs and Complaints against employees

The Internal Affairs Unit (IAU) is responsible for coordinating all citizen complaints and handles those deemed serious. Minor complaints are handled by front line supervisors with IAU informed of the details and findings. Significant complaints are handled directly by IAU. All investigations are documented and tracked, and also become part of the early warning system. Complaints can be made in numerous ways including, in person, telephone, mail, or the agency website. Complaints can also be anonymous. All investigations must be completed within 60 days unless an extension is approved by the Chief. The Unit Commander reports directly to the Chief of Police, and keeps him apprised of new complaints, and the status of ongoing investigations.

Complaints and Internal Affairs Investigations

External	2015	2016	2017
Citizen Complaint	250	261	246
Sustained	23	32	26
Not Sustained	22	19	32
Unfounded	103	67	67
Exonerated	33	13	18
Internal			
Directed complaint	82	75	81
Sustained	69	67	68
Not Sustained	1	0	2
Unfounded	5	1	1
Exonerated	0	0	3

The annual number of citizen complaints exceeds the total of various dispositions each year due to how the agency tracks complaints. The overall number of complaints refers to the total number of allegations and officers. A single incident may have multiple allegations and/or officers. The investigation will then generally result in a single final disposition, which causes a discrepancy between the number of complaints and the total number of final dispositions. Overall, the number of complaints has remained fairly constant over the recent years. Approximately 10% of citizen complaints were sustained, while approximately 85% of internal complaints were sustained.

Detainee and Court Related Activities; Auxiliary and Technical Services (Chapters 70-84)

In an effort to keep all citizens and officers safe, GRPD has instituted a variety of directives and procedures that deal with detainees, transportation, and processing. Vehicles used for transporting detainees are checked for weapons, contraband, or evidence at the start and end of each shift. Vehicles are also checked immediately following the transport of any detainee. Arrested persons are generally transported straight from the location of arrest to the Kent County Correctional facility. After being processed and re-searched at that location, officers turn the individuals over to Kent County Deputies. GRPD directives provide guidance regarding what type of restraining devices are to be used and what exceptions to consider when adjusting for unique, special, or specific circumstances. Some detainees may be taken to police headquarters for questioning and policies guide how this happens. The agency has interview rooms but does not have a processing area or holding cells. Detainees rarely go to headquarters and those that do, do not spend any more time there than that which is necessary for interviews. The agency does handle various types of civil and criminal process according to state law. All process tasks are handled as expected. The agency does not have holding facilities, court security responsibilities, or college law enforcement responsibilities.

The City of Grand Rapids has its own 9-1-1 Emergency Communications Center located in police headquarters. This facility is excellent in layout, equipment, operating environment, and personnel. It is a restricted access facility but has a viewing area that allows citizens on tours to view its communications areas without interfering with the operations or compromising data or operational integrity. The Grand Rapids Fire Department is also dispatched from this facility. The facility, its directives, and operations met or exceeded expectations and requirements, while its personnel were exceptional in all respects. The agency operates a very efficient records function. The records area is also a restricted access area, but is safely and easily available to the public to conduct business. Citizens can file reports and retrieve copies of reports in an open, but safe and secure lobby area. The electronic records management system is appropriately safeguarded and tracks all records and access to the system.

Property and Evidence

GRPD has established an efficient, effective, and professionally appropriate process that handles all aspects of evidence handling and property management. A Forensic Sciences Unit, consisting of well-trained civilian employees, is available 24/7 to respond to agency needs. Two latent print examiners provide relevant services and generally lead the state in successful print matches. The Unit is lead by a civilian Manager who reports to the Captain of Investigations and this serves to enhance the working relationship between and effectiveness of both functions. The Unit is well equipped including three full size crime scene processing vehicles that respond to large or

complex scenes. The technicians respond to assist patrol and investigations according to existing policy and when requested by on-scene personnel.

The Property Management Unit (PMU) operates in a very restricted area of police headquarters. Access to the unit is limited to assigned personnel and very few others. The area has numerous layers of security including card access, codes, and cameras. Officers are required to submit all evidence prior to the end of their shift. Depending on hours, they can turn it over to PMU staff, or if after hours, they deposit the items into secure temporary storage. All items are labeled, packaged, documented, and tracked according to detailed procedures and directives. Evidence is appropriately tracked and stored with high value items being stored within specific areas of the larger property area that have additional security measures for each area. Audits, inspections, and inventories are conducted at least within time frames and manner expected.

H. Standards Issues Discussion:

This section provides specific information on standards found to be in compliance after on-site “adjustments” were made. Adjustments may include modifying agency policies and directives, creating documentation, and an alteration of the physical plant.

The agency had no standards issues or concerns.

I. 20 Percent Standards:

CALEA agencies must be in compliance with at least 80% of applicable other than mandatory (O) standards. The agency is free to choose which standards it will meet based on their unique situation.

For this Tier 1 assessment type, there are no other than mandatory (O) standards, so the agency was in compliance with applicable standards.

J. Future Performance / Review Issues

There are no future performance concerns or issues that need specific reviews.

K. Table: Standards Summary:

	<u>TOTAL</u>
Mandatory (M) Compliance	161
Other-Than-Mandatory Compliance	N/A
Standards Issues	-0-
Waiver	-0-
(O) Elect 20%	N/A
Not Applicable	28
TOTAL	189

L. Summary:

This was an initial accreditation under the Tier 1 law enforcement accreditation program. The agency files were well organized, and generally contained sufficient documentation to prove compliance with the intent of the standards. Interviews and observations provided additional proofs of compliance.

The assessors carefully reviewed every standard and found the agency to be in compliance with the intent of all applicable standards.

The Grand Rapids Police Department voluntarily entered this process with the goal of meeting or exceeding professional accreditation standards. They performed the self-assessment and preliminary tasks in an expedited manner. This did not compromise quality. The agency was found to have embraced the importance and value of accreditation, which included agency personnel being well aware of the process and the applicable standards.

GRPD is a full service police agency that focuses on delivering high quality services to the community and its citizens. They have a foundational philosophy of community oriented policing that is focused on working with the community in a service oriented and transparent manner to enhance the overall quality of life for everyone. Even though the agency has had some incidents over recent years that have caused questions and concerns within some parts of the community, the agency and community are working together. The agency has taken proactive steps to enhance relationships with all citizens. These include performing a follow-up study looking at traffic stop data, embracing a City based 12 point plan to build police and community relationships, and working with another company to fully implement the six pillars of the 21st Century Report of Policing. They have been transparent and open to discussions with the public about incidents, policies, procedures, training, and equipment. They have enhanced their relationship with the community as evidenced by the comments of citizens and law

enforcement personnel in the various public input aspects of this onsite. Every comment received by the assessment team was positive, with many comments focusing on how the agency has been open and willing to discuss issues with the community.

The agency has managed to provide a high level of services to the community with a low level of staffing. For a community its size (approximately 190,000), to provide the level of services it does with 295 sworn personnel (and 73 civilians) is a testament to the dedication of its personnel. Crime levels have generally either remained constant or decreased, while demands for the agency to do more have increased. Training and support of agency personnel is extremely high. The volume and variety of outreach, community interaction, education, and crime prevention programs offered and conducted by the agency is exceptionally high. GRPD is truly a community oriented, citizen focused police agency that is striving to deliver the highest degree of services possible.

Scott A. Cunningham
Team Leader

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