



Responses to Resident Inquiries

- Traffic Stop Study Final Report Community Meetings
- LINC UP Gallery Community Meeting
- City Listening Sessions



August 18, 2017



Responses to Resident Inquiries

This document contains official City responses to 254 questions raised at community meetings over the summer of 2017. Questions came from all of you who attended meetings at the Traffic Stop Study Final Report Community Meetings, the LINC UP Gallery Community Meeting and the City's Listening Sessions.

We want to thank our friends at LINC for hosting an authentic listening session. We appreciate the opportunity to answer questions raised by residents at that meeting. We also want to thank our staff and volunteer facilitators who attended Traffic Stop review meetings and hosted our City's Listening Sessions. I also want to thank City staff for taking time to research and answer your questions.

Most of all, however, we thank you, our residents and business owners, for sharing your thoughts about the status of our community. We appreciate your insight about police relations and other key issues facing our community. Grand Rapids is great because of you! Thank you for your love of this community and quest to learn more about your City. Your voice is important and we encourage you to join us on our journey to become a more inclusive and equitable Grand Rapids.

The contents of this document are listed in sections based on the meeting. Questions are listed verbatim.

This is our first release of these questions and answers. If questions remain unanswered and/or listed, we can add them to this dynamic document. I know that these questions and answers will generate additional questions and prompt needed dialog. We will also present the questions and answers to many of these questions in different formats in the coming months.

We invite you to share this document or link with your family, friends and neighbors. We hope they will appreciate learning more about the Grand Rapids Police Department and the City's efforts.

Sincerely,

A handwritten signature in black ink that reads "Greg Sundstrom". The signature is fluid and cursive, with the first name "Greg" being more prominent.

Greg Sundstrom
City Manager



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Responses to Resident Inquiries

Traffic Stops Study Community Meetings

QUESTION:

What if an officer games the system of pulling over a disproportionate amount of black drivers by just pulling over more white drivers?

CITY OF GRAND RAPIDS RESPONSE:

For the recently completed traffic-stop study, this was not possible as the study looked back at past data and the police officers were not aware that such data would be used for a traffic stop study.

From the Lamberth Consulting study, pages 41-42:

In general, when police officers make a traffic stop, their recording of the event occurs when they enter into their computers that this event is a traffic stop or is traffic stop related. As soon as police officers enter this information, a drop down menu appears which prompts them to enter the data for the traffic stop. These data include the closest intersection to the stop, the name of the driver and license plate of the vehicle, the exact date and time the stop was made, the reason for the stop, whether a search was conducted and other variables. Some of these data are populated in the traffic stop software directly from the data that is in the Computer Assisted Dispatch (CAD) information. This means that in virtually every traffic stop made by the GRPD a traffic stop record is entered. For the purposes of this study it is important to assure that every traffic stop made is recorded. The fact that an officer must detail a traffic stop is an important component in assuring full data availability both for the records GRPD maintains and for the completeness of the database used.

QUESTION:

Who determines the locations, times and day of the week for the statistics?

CITY OF GRAND RAPIDS RESPONSE:

From the Lamberth Consulting study, page 28:

In observational benchmark work within urban/suburban areas, specific intersections are selected for surveying generally based upon high police activity (known as a deployed analysis), with approximately a quarter of a square mile perimeter (polygon) drawn around them. We worked with the GRPD to determine which specific locations to survey. The factors that went into these decisions are provided below:

- Location of agency stop activity gathered from a review of stops during 2015;
- Computer-Aided Dispatch (CAD) data on police stops;
- Consultation with both Police Department representatives and community members;
- Local demographics at reviewed locations (businesses, schools);
- Traffic (motorist and/or pedestrian) patterns and volume;
- Suitability of sight for surveying (safe surveying areas, ambient lighting).

QUESTION:

Aren't the top mentioned locations gas stations, and locations where we had a history of incidents relating to weapons and drugs?

CITY OF GRAND RAPIDS RESPONSE:

Yes, some of the locations have a history of higher crime rates, some specifically related to weapons and drugs but crime was not taken into consideration when choosing the traffic stop study locations.

From the Lamberth Consulting study, page 28:

After comparing the list of the top locations for stops made by GRPD in 2015, 27 locations were carefully reviewed for suitability. During these site reviews, a composite of the locations was developed recording landmarks and apparent lighting (direct lighting from streetlamps, and ambient lighting from nearby businesses), street direction and number of lanes, and by conducting traffic counts to estimate traffic volume. During the site selection process, police representatives made suggestions about the sites. In a series of six community meetings held in August 2016, community members were informed of the 20 sites that were under consideration and given the opportunity to make suggestions as to their appropriateness.

28th and Breton	28th and Eastern
Alpine and Leonard	Alpine and Sylvia
Bridge and Stocking	Burton and Division
College and Leonard	College and Michigan
Division and Alger	Eastern and Hall
Franklin and Eastern	Hall and Madison
Grandville and Hall	Lake Eastbrook and Sparks
Lake Michigan and Covell	Leonard and Fuller
Leonard and Turner	Madison and Burton
Michigan and Fuller	Wealthy and Division

QUESTION:

Where does the money from traffic infractions go?

CITY OF GRAND RAPIDS RESPONSE:

It depends on the traffic violation, but in general, \$40 goes to the State Justice System and the remainder goes to the District Court.

QUESTION:

Why did the City think the results would be better?

CITY OF GRAND RAPIDS RESPONSE:

The City made no presupposition regarding the results of the Traffic Stops Study. The 2004 traffic stop study show largely benign results and there was not any subsequent data that would indicate any change.

QUESTION:

Why is there only one community member on the evaluation team, and who chose them?

CITY OF GRAND RAPIDS RESPONSE:

In the 2004 study, community engagement was not as robust of a part of the process as it is today. During that study, Lamberth Consulting met with the Chief's Advisory committee early in the process and presented the results of the study at a press conference when the study was complete. For the 2017 study, Lamberth Consulting met on a regular basis with a committee of community members to keep the community apprised of the details of the study and progress. The Project Manager for the City, Mari Beth Jelks, selected the five members of the Citizens Advisory Committee and the City, GRPD and Lamberth Consulting scheduled community meetings wherein community members heard a presentation of the methodology and explained the project.

QUESTION:

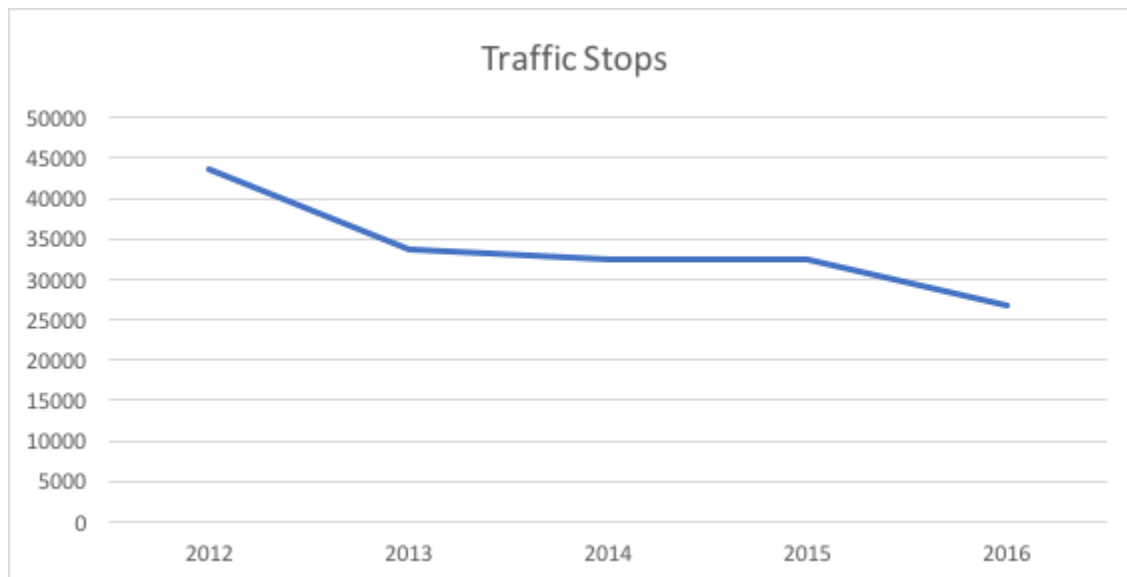
Did overall traffic stops decrease/increase during study?

CITY OF GRAND RAPIDS RESPONSE:

The number of traffic stops at the twenty intersections in 2004 was nearly twice the number of traffic-stops in 2017.

The last 5 complete years of the number of traffic stops (even prior to the study) include:

Traffic Stops	2012	2013	2014	2015	2016
	43677	33764	32575	32476	26879



QUESTION:

How was race/ethnicity determined?

CITY OF GRAND RAPIDS RESPONSE:

From the Lamberth Consulting study, page 33:

The surveyors were tested to assure that they were all identifying driver's race/ethnicity reliability. Clearly, we do not know the race/ethnicity that drivers may attribute to themselves, but the heart of the observational method is a comparison of the race/ethnicity that police officers attribute to drivers and the race/ethnicity that our surveyors attribute to drivers. We have worked closely with police officers and former police officers and found that their identification of the race/ethnicity of drivers does not differ to any great degree from the identification of surveyors we have used in past studies. We do find that there are a few individuals who are not very accurate in their identification of race/ethnicity. Therefore, we tested the nine surveyors to assure a commonality of race/ethnicity identification. These first Interrater Reliability Tests (IRR) were conducted during the "hands on" training on August 28th. The average accuracy level for the 9 surveyors was 88%. We again tested the surveyors for reliability in identifying race/ethnicity among drivers passing

them on the streets. These tests occurred during the first or second week of October. This second testing revealed that our surveyors achieved an IRR score of 92%. We note that while the first IRRs were conducted during daytime conditions that were sunny and clear, 6 of the October tests were carried out during conditions that were dark. The IRR score for these surveyors was 90%.

QUESTION:

Is there data on indigenous motorists?

CITY OF GRAND RAPIDS RESPONSE:

From the Lamberth Consulting study, page 32:

From our preliminary examination of stop data and from Census population figures for Grand Rapids, we fully expected that there would be only 3 racial/ethnic categories that would be large enough for meaningful statistical analysis. However, we wished to provide the other categories for accuracy with the very remote chance that there would be a location that had a cluster of such a minority. As expected, we did not see any group other than Whites, Blacks and Hispanics represented in large enough numbers to allow analysis.

QUESTION:

Are searches consent searches, or warrant based?

CITY OF GRAND RAPIDS RESPONSE:

From the Lamberth Consulting study, pages 48-49:

Searches fall under the general category of Post Stop Activity. As most of the analyses in this report concentrate on the actual stop itself, post stop activity differs from stop activity because of the complexity of the interaction between the officer and motorist and the benchmark that is used, although the underlying question being asked is quite similar. That is, was there any racial/ethnic/gender component discernable in the post stop activity? However, there are a number of activities that can occur after the stop has been made that have been relevant to answering this question. The most important in Lamberth Consulting's previous work have been whether the officer asked the motorist to exit the vehicles, handcuffed the motorist and/or searched an individual or vehicle. Unfortunately, GRPD does not keep a record of the first two of these activities, but it does record whether a search has been made.

There are three major types of searches that GRPD conducts; 1) consent, 2) probable cause, and 3) incident to arrest. Of these, the most frequent were searches that were conducted because the individual was being arrested. These searches are mandatory for officers to conduct which means that the decision to search occurs because of the arrest and officers have no discretion in whether they make the search. Whether arrests are overly targeted at minorities is an important

part of whether police are targeting minorities as a whole, but it is not the focus of this study. As such, there will be no analysis of searches that are incident to arrest. Searches that are incident to arrest occur for about 10% of motorists stopped. The next most common type of search is known as the consent search. In this type of search, the officer is suspicious that there is contraband being carried either on the driver's or passenger's person or in the vehicle and asks the motorist for permission to search. In 2015 about 3% of motorists stopped had their person or vehicles searched after giving permission for the search. The final major search category is probable cause. In this type of search the officer sees, smells or otherwise detects what he/she perceives to be contraband in the vehicle or on the person of the driver or one of the passengers. The officer is then free to search that individual or vehicle without permission. In 2015, probable cause searches occurred in about 1.7% of the stops. We return to the search data in the results section of this report.

QUESTION:

How many stops resulted in arrest?

CITY OF GRAND RAPIDS RESPONSE:

This study was specific to traffic stops, per the City Manager's Twelve Point Plan, the next study that will be conducted will address arrest rates.

QUESTIONS:

How does the overall volume of traffic stops compare from year to year?

Were there more stops? Less stops? (same with number of searches performed)

CITY OF GRAND RAPIDS RESPONSE:

There were nearly twice as many traffic stops at the twenty intersections in 2004 as in 2017.

QUESTION:

How do you account for stops that happen but are not recorded – do our policies and enforcement of policies encourage officers to do this?

CITY OF GRAND RAPIDS RESPONSE:

By Police Department policy, police officers are required to call out all traffic stops via radio and log all traffic stops. Additionally, they are required to activate their body worn cameras and in car video systems which are automatically activated when the overhead lights are switched on.

From the Lamberth Consulting study, pages 41-42:

In general, when officers make a traffic stop, their recording of the event occurs when they enter into their computers that this event is a traffic stop or is traffic stop related. As soon as officers enter this information, a drop down menu appears which prompts them to enter the data for the

traffic stop. These data include the closest intersection to the stop, the name of the driver and license plate of the vehicle, the exact date and time the stop was made, the reason for the stop, whether a search was conducted and other variables. Some of these data are populated in the traffic stop software directly from the data that is in the Computer Assisted Dispatch (CAD) information. This means that in virtually every traffic stop made by the GRPD a traffic stop record is entered. For the purposes of this study it is important to assure that every traffic stop made is recorded. The fact that an officer has to detail a traffic stop is an important component in assuring full data availability both for the records GRPD maintains and for the completeness of the database used.

QUESTION:

Are 911 calls available to the public?

CITY OF GRAND RAPIDS RESPONSE:

911 recordings are considered public records. Callers have little or no control over their distribution. Before releasing recordings, police often redact personal information like phone numbers and addresses, but the rest of the calls are usually available for any Freedom of Information Act request.

QUESTION:

What tool is used to warrant a ticket?

CITY OF GRAND RAPIDS RESPONSE:

The Officers of the Grand Rapids Police Department enforce the Michigan Motor Vehicle Code and the Grand Rapids City Ordinances in regard to traffic violations. The decision to issue a driver who has committed a traffic violation a ticket is discretionary. Each individual Officer makes their own decisions on when they issue a traffic ticket vs. when they leave the driver with a verbal warning. The only “tool” that Officers have access to is the Michigan Secretary of State (SOS) database of licensed operators driving history which they may use to determine if someone is a frequently cited driver or if they have never had a citation before while they decide to issue a traffic ticket or not. Whether or not someone receives a ticket has many variables; driving history, severity of offense, whether or not the Officer was directed to enforce specific violations in an area, etc.

QUESTION:***What is the ratio of tickets issued using a radar?*****CITY OF GRAND RAPIDS RESPONSE:**

We looked at three years of our citation data to answer this question. The years used were 2014, 2015 and 2016. We found that the numbers were statistically consistent over that time frame. The methodology used to measure this was we queried our electronic citation database for traffic citations and then compared that to all traffic citations that had any value in the "Detection Device" field of the citation (this is where an Officer records what speed measurement device by serial number was used for the violation). These numbers include LIDAR (Laser) and RADAR devices. The results are displayed in the table below:

	2014	2015	2016
Traffic Citation	18579	18875	17846
Traffic Citations w/Device	1377	1359	1534
Percentage	7.41%	7.20%	8.60%

QUESTION:***Do police have quotas to meet for stops and giving tickets?*****CITY OF GRAND RAPIDS RESPONSE:**

There are no quotas for stops or tickets. Police officers are expected to address community and public safety problems and that requires enforcing traffic violations.

QUESTIONS:

Is there a citizen's advisory board for the GRPD? Or, is this the same as the Chief's Advisory Board? What is the CAB's mandate? How often does it meet? How many people sit on it? Are they elected or appointed? How much influence does it have on decision making? When was the last time its feedback altered the GRPD's planned course of action?

CITY OF GRAND RAPIDS RESPONSE:

The Grand Rapids City Commission established a Civilian Appeal Board that includes nine residents who act as a reviewing body for findings from an Internal Affairs investigation from individuals who believe they have encountered mistreatment by Grand Rapids police officers. The Civilian Appeal Board is authorized to review complaints of excessive force, officer falsification/lying, civil rights violations, and hostility, discourtesy or other conduct unbecoming an officer when such conduct occurs in a context of racial animosity or prejudice.

Complainants may seek review by the Civilian Appeal Board if the Internal Affairs Unit concluded that their complaint is not sustained, is unfounded or that the police officer is exonerated. The Civilian Appeal Board reviews the conclusions contained in the Complaint Disposition Report and the

evidence provided by the Grand Rapids Police Department during the investigation. The Civilian Appeal Board deliberates and prepares a written decision affirming, reversing, or modifying the conclusions contained in the Complaint Disposition Report. In 2016, the Civilian Appeal Board heard four appeals.

The Civilian Appeals Board creates a process that fairly and evenhandedly evaluates and judges the conduct of everyone involved to determine whether a breach of departmental rules has occurred. It also affords the community a sense of confidence that the community itself resolves the activities of its police officers.

The Civilian Appeals Board's decision is the City's final action regarding the complaint. If the decision of the Civilian Appeal Board concludes that police violated Grand Rapids Police Department rules, the City Manager determines the disciplinary action to be taken. Additional information regarding the Civilian Appeals Board is found on our website: <http://grcity.us/city-clerk/Pages/Grand-Rapids-Police-Civilian-Appeal-Board.aspx>

QUESTION:

Is there a way for citizens to check how many times they have been stopped by the police (incident reports, etc.)?

CITY OF GRAND RAPIDS RESPONSE:

The Police Department does not keep records organizing incident reports by motorists. Citizens could request this information via the Freedom of Information Act

QUESTION:

How often, and where, will they look at the cameras and who will look at the cameras?

CITY OF GRAND RAPIDS RESPONSE:

City Administrative Policy 15-01 establishes policy and procedures for body-worn camera implementation by the Grand Rapids Police Department. The full policy is found at: <http://grcity.us/city-manager/POLICIES/15-01%20Use%20of%20body-worn%20cameras%20PD%203-10-15.pdf> and is included below:

GRPD Body-Worn Camera Administrative Policy

To establish a pilot policy and procedures during initial phase of testing and evaluation for potential body-worn camera implementation by the Grand Rapids Police Department. To identify issues that may lead to modifications and revisions of this pilot policy. To provide GRPD officers with instructions on when and how to use body-worn cameras.

POLICY:

The City of Grand Rapids Police Department will commence a phased introduction of body-worn cameras for police officers.

SECTION 1: GOALS

A. To foster an environment that ensures civility and respect between the community and the GRPD, improves transparency, and reduces liability.

B. Body-worn cameras will be utilized to:

- 1) Collect evidence for use in the prosecution of criminal offenses.
- 2) Record contacts with the public to secure additional evidence in connection with criminal and internal investigations.
- 3) Allow for supervisory review to ensure that departmental policies and procedures are followed.
- 4) Capture footage that will be useful for training officers.
- 5) Protect officers from false claims of misconduct.
- 6) Protect citizen privacy and rights.

C. To improve behavior by all individuals during police/citizen encounters.

SECTION 2: DEFINITIONS

A. Body-Worn Camera: A camera system designed to be worn by police officers to capture Digital Multimedia Evidence.

B. Digital Multimedia Evidence: All digital recordings captured by a body-worn camera, including but not limited to audio, video, photographs, and any associated metadata.

C. Metadata: Digital identifiers that are captured as a part of an actual recording, such as date/time, GPS coordinates, labeling, etc.

SECTION 3: PROCEDURES

A. Training:

- 1) Prior to testing a body-worn camera, officers shall receive Department-approved training on its proper operation and care and the Department's policy with respect to the use of the body-worn camera.
- 2) Additional updates shall be provided to ensure the continued effective use of the equipment, proper calibration and performance, and to incorporate changes, updates, or other revisions in policies or equipment.

B. Use and Care of Equipment:

- 1) Officers shall exercise reasonable care in the use of body-worn cameras and related equipment to ensure proper functioning.
- 2) Officers shall report malfunctions of cameras or related equipment to his or her supervisor as soon as possible, so that a replacement unit may be assigned.
- 3) Officers shall inspect and test body-worn cameras prior to each shift to verify proper functioning, and shall notify their supervisor of any problems.
- 4) Officers shall immediately report to his or her supervisor upon discovery that a body-worn camera has been lost, destroyed, or damaged.
- 5) Officers shall wear body-worn cameras on their outer-most garment and above the mid-line of their torsos, in positions designed to produce effective recordings.
- 6) Officers shall not use personally-owned body-worn cameras while on duty.

C. Operational:

- 1) Officers shall activate body-worn cameras during contact with the public to accomplish the goals of this policy as outlined above. This includes, but is not limited to, arrest situations, calls for service, field interrogations, vehicle stops, prisoner transports, investigative activity, or any other duty-related, official contacts with the public.
- 2) Officers shall not deactivate the body-worn camera system, once activated, until he or she has disengaged contact with a witness, complainant, victim, or suspect, subject to the following exceptions:
 - a) De-activation is approved by a supervisor;
 - b) When recording an event will compromise the safety of a civilian or an officer; or
 - c) When an officer is interacting with a member of the public in a matter of an exceedingly sensitive or private nature, including, but not limited to, the following:
 - i. An informant providing the intelligence of criminal activity.

- ii. ii Death notifications.
 - iii. iii Interviews of victims of criminal sexual conduct.
- 3) Body-worn cameras shall not be used to record:
- a) Communications with other police personnel.
 - b) Encounters with undercover officers or informants.
 - c) When an officer is on break or is otherwise engaged in personal activities.
 - d) Barring exigent circumstances, in any location where an individual has a heightened expectation of privacy, such as a restroom or locker room.
 - e) A patient during a medical or psychological evaluation by a clinician or similar professional, or during treatment. When recording in hospitals or other medical facilities, officers shall exercise reasonable care to avoid recording persons other than a subject.
 - f) Communications made in a psychiatric facility, unless responding to a call involving a suspect who is thought to be present in the facility.
 - g) Communications to or from individuals with whom an officer has a privileged relationship, such as spouses, attorneys, labor representative, medical care providers, etc.
- 4) When a body-worn camera is not activated or an entire contact is not recorded, the officer shall document the reasons.
- 5) Officers shall not edit, alter, erase, duplicate, copy, share, or otherwise distribute in any manner body-worn camera images and information without the prior written approval of the Chief of Police or his/her designee.

D. Review of Recordings:

- 1) Authorized Review:
- a) Officers may review recordings from their own assigned body-worn cameras at any time in connection with their official duties and are encouraged to review such recordings as necessary to refresh memory and ensure accuracy of reports.
 - b) Unit Commanders and Supervisors may review body-worn camera recordings, in their discretion, in support of the goals of this procedure.
 - c) Other sworn or civilian employees may review body-worn camera recordings when necessary to their assigned job functions.
 - d) Officers making formal statements regarding a use of force or compelled statements in the course of a disciplinary investigation shall be allowed to review body-worn camera recordings as follows:
 - i. Upon request by the officer, the right to review in the presence of the officer's labor representative or attorney, and/or

- ii. The right to review recordings from other body-worn cameras that captured the officer's image or voice during the underlying incident.
- d) Other review as authorized by GRPD policy or procedure.
- 2) No other review of body-worn camera recordings shall be allowed without express written permission of the Chief of Police or his/her designee.

E. Retention and Destruction of Recordings:

- 1) Body-worn camera equipment and all data, images, video and metadata captured, recorded or otherwise produced by the equipment are property of the City of Grand Rapids.
- 2) All files from body-worn cameras shall be securely stored in accordance with State law and City of Grand Rapids policies. Such stored files shall not be kept longer than is reasonably necessary for use in investigations or prosecutions (including appeals); for use in resolving civil claims and/or civil actions; for internal disciplinary investigations, or as useful for police training. In capital punishment prosecutions, files shall be kept until the alleged offender is no longer under the control of a criminal justice agency.
- 3) Digital multimedia evidence shall be retained and disposed of or destroyed pursuant to the State of Michigan approved retention schedules or retention schedules developed pursuant to GRPD Manual of Procedures, Section 11-8 and as approved by the State.
- 4) Release of stored digital multimedia evidence to the public is subject to the requirements of State law, including the Freedom of Information Act, MCL 15.231, et seq., City of Grand Rapids Administrative Policies, and the GRPD Manual of Procedures.
- 4) Requests for the deletion of portions of a recording from a body-worn camera (e.g., in the event of a privileged or personal recording) must be submitted in writing to the City of Grand Rapids Law Department and shall not be granted unless permitted by State law or approved retention schedules.

F. Prohibited Conduct:

- 1) Employees shall not edit, alter, erase, duplicate, copy, share, or otherwise distribute in any manner body-worn camera images and information except as authorized by this policy, GRPD policy or procedure, or without the prior written approval of the Chief of Police or his/her designee.
- 2) The use of body-worn cameras, all data, images, video and metadata captured, recorded or otherwise produced by the equipment for any purpose other than in accordance with this Policy is prohibited.

SECTION 4: OTHER CONSIDERATIONS

This policy is not intended to enlarge the liability of the City of Grand Rapids or its employees in any way. It shall not be construed as the creation of a higher standard of safety or care in any sense, evidentiary or otherwise, with respect to third party claims insofar as the employer's or employee's respective legal duties as imposed by law. This policy is not intended to create, nor does it create or vest any third-party rights that would not exist independent of this policy.

QUESTIONS:

Who assures and evaluates all training related to bias free policing? Is it done with community leaders and/or representatives?

CITY OF GRAND RAPIDS RESPONSE:

Community members working with Police and City Staff reviewed the bias free policing training proposals. Additionally, a few community members were invited to attend some of the bias free policing training.

QUESTIONS:

Is FTO done by outside consultants? If not, who does it?

CITY OF GRAND RAPIDS RESPONSE:

The Field Training program serves as an extension of the police officer/recruit selection process combining "on the job" training with an objective performance assessment to ensure that standards for the employment of a competent police officer are met. The program is very regimented and closely monitored by supervisors and command staff. Field Training Officers are senior/experienced police officers who receive formal Field Training Officer instruction and are responsible for completing daily observation reports among other duties.

QUESTION:

In the past five years, how many black officers have been added to the GRPD?

CITY OF GRAND RAPIDS RESPONSE:

Prior to the most recent recruit class, 2 African American and 2 Hispanic Officers were hired by the GRPD in the past 5 years.

QUESTION:

Can the City post the study strategic solutions and follow up measures?

CITY OF GRAND RAPIDS RESPONSE:

The Traffic Stop Study Report and recommendations can be found online at:

<http://grcity.us/PublishingImages/Pages/Forms/EditForm/Traffic%20Stop%20Study%202017.pdf>

The City Commission has established an implementation plan which will determine the timeframes for all follow up action items. Any follow up regarding the study's outcome will flow from that schedule. Citizens should continue to track the City Commission project plan.

QUESTIONS:

What will be the support/re-training available to officers identified as early warnings? Who will be administering this training?

CITY OF GRAND RAPIDS RESPONSE:

Any member of the Grand Rapids Police Department that is found to be violating City Rules & Regulations, Police Manual of Conduct or any Rule of Law would be subject to disciplinary action following the guidelines set forth by the City Rules & Regulations, Police Manual of Conduct and any applicable bargaining unit contracts. Training and/or re-training is a step in the progressive discipline process. If additional training is necessary, the Grand Rapids Police Department, in conjunction with other City staff members, would identify the best source of that training (could be external or internal).

QUESTION:

When do we plan to hear a follow-up for these studies?

CITY OF GRAND RAPIDS RESPONSE:

The City of Grand Rapids continues internal and external (with community partners) discussions to identify the most appropriate time to conduct follow up studies. A citizen's task force of Grand Rapids resident community leaders with professional technical expertise in data analytics monitored the recent Traffic Stop Study project. The task force recommended to the City Commission that the next study should be done around 2018 because the benchmark traffic data resulting from the 2016 study (the most recent study) will not statistically alter the benchmark for a significant measurement.

QUESTION:

What does GRPD do to measure outcomes of bias training?

CITY OF GRAND RAPIDS RESPONSE:

The members of the Grand Rapids Police Department are held to very high standards and any allegation of biased behavior is investigated thoroughly and seriously. Any member of the department found to be in violation of the Police Manual of Conduct, City Rules & Regulations, or Rule of Law is subject to disciplinary action which would follow the guidelines set forth by the City Rules & Regulations, Police Manual of Conduct and any applicable bargaining unit contracts.

QUESTION:

What kind of training is necessary to make sure the people you serve know and understand your behavior as an officer of the law?

CITY OF GRAND RAPIDS RESPONSE:

The Grand Rapids Police Department manual of conduct articulates and stresses the need to explain Police actions to the public. All members of the department are trained consistent with the manual of conduct. The sections that specifically address this are below (10.3, 8-1.6 & 8-1.8):

- 10.3 Upon conduction a traffic stop, officers shall offer a greeting and explain the reason or justification for the stop during the initial contact with the driver and/or occupants of the vehicle. This subsection shall not apply when articulable circumstances are present that require immediate officer action in order to establish or maintain and/or citizen safety.
- b. Explanation to detained person. Officers shall act with as much restraint and courtesy toward the person stopped as is possible under the circumstances. Plainclothes officers making a stop shall identify themselves as law enforcement officers as soon as practicable after making the stop. At some point during the stop, the officer shall, in every case, give the person stopped an explanation of the purpose for the stop.
- (7) If a juvenile has been frisked or searched, officers shall notify the juvenile's parent or guardian. The notification may be ether in person or by telephone and shall be documented in the field interrogation or incident report, along with the identity of the parent or guardian who was notified. If the officer is unable to notify a parent or guardian, every attempt shall be documented in the field interrogation or incident report.

QUESTION:

Who is evaluating the values taught during police training?

CITY OF GRAND RAPIDS RESPONSE:

The core values of the Grand Rapids Police Department are articulated in the department's Mission Statement and Oath of Office. All of the Policies and Procedures of the Grand Rapids Police Department are consistent with the U.S. Constitution and Supreme Court decisions. All members of the Department are trained to those. The Grand Rapids Police Department annually reviews its Policy and Procedures and compares them to best practices across the United States. The Grand Rapids Police Department is dedicated to "Constitutional Policing".

QUESTION:

Rahinsky said that 11 of 12 points have been completed. Haven't only 10 been completed?

CITY OF GRAND RAPIDS RESPONSE:

Developed in January 2015, City Manager Greg Sundstrom's "12-Point Plan to Strengthen Community and Police Relations Recommendations" contained 12 specific suggestions to enhance professional relationships and build trust. In the past 28 months, the City has taken great strides in transforming the relationship between the community and the Grand Rapids Police Department with 11 of the recommendations now in the implementation or completed stage

Additional information: <http://grcity.us/Pages/Community-and-Police-Department-continue-to-strengthen-bond.aspx>

QUESTION:

Who authorized the 12 point plan?

CITY OF GRAND RAPIDS RESPONSE:

See above

QUESTION:

What will be the consequences for police officers who violate ethical terms?

CITY OF GRAND RAPIDS RESPONSE:

Any disciplinary action taken will follow the guidelines set forth by the City Rules & Regulations, Police Manual of Conduct and any applicable bargaining unit contracts.

QUESTION:

Are officers who are being investigated or proven to be in violation suspended with or without pay?

CITY OF GRAND RAPIDS RESPONSE:

Any disciplinary action taken will follow the guidelines set forth by the City Rules & Regulations, Police Manual of Conduct and any applicable bargaining unit contracts.

QUESTION:

If citizens make a complaint against an officer, is it with an outside agency, or in-house?

CITY OF GRAND RAPIDS RESPONSE:

Any disciplinary action taken will follow the guidelines set forth by the City Rules & Regulations, Police Manual of Conduct and any applicable bargaining unit contracts.

Also, see information above regarding the Civilian Appeal Board

QUESTION:

What are the next points for community members to be involved?

CITY OF GRAND RAPIDS RESPONSE:

As it did with the Community Listening Sessions, the City has developed an authentic, community engagement plan that utilizes facilitators to conduct and gain insight from the community. More opportunities for citizen engagement will be announced soon. Please watch our Website, grcity.us; and City of Grand Rapids Facebook and Twitter pages for future meeting announcements.

QUESTION:

How do the officers feel about being under scope?

CITY OF GRAND RAPIDS RESPONSE:

Grand Rapids Police Officers take an oath to serve and protect. Each officer delivers professional, progressive and responsive service to the residents and visitors of this community. Grand Rapids Police Officers are open to following policies and procedures that increase transparency and trust in the GRPD.

QUESTION:

Define systematic racism

CITY OF GRAND RAPIDS RESPONSE:

Developed by sociologist Joe Feagin, systemic racism is a popular way of explaining, within the social sciences and humanities, the significance of race and racism both historically and in today's world. Feagin describes the concept and the realities attached to it in his well-researched and

readable book, *Racist America: Roots, Current Realities, & Future Reparations*. In it, Feagin says that Systemic racism means that the core racist realities are manifested in departmental policies, practices, and procedures that work better for white people than for people of color, often unintentionally.

QUESTION:

Is there an odds ratio for systematic racism?

CITY OF GRAND RAPIDS RESPONSE:

There is no known generally accepted and peer reviewed odds ratio to label disparity as “systemic racism.” The City of Grand Rapids is committed to evaluating any identified disparities to determine if they are caused by racism or bias.

QUESTION:

Is GRPD paying attention to officer affiliation with organized white supremacy (with regards to this metric of police racism or organizational culture)?

CITY OF GRAND RAPIDS RESPONSE:

All prospective employees of the Grand Rapids Police Department are subject to a rigorous background investigation to identify their suitability as serving as a member of the Grand Rapids Police Department. Our background process is as in depth as any other Law Enforcement Agency in the United States at any level of government (Federal, State, Local). Any member of the Department suspected as affiliating themselves with an organization inconsistent with the rule of law, or City of Grand Rapids and Grand Rapids Police Department code of conduct would be subject to discipline following the guidelines set forth by the City Rules & Regulations, Police Manual of Conduct and any applicable bargaining unit contracts.

QUESTION:

Why wait to address problems after addressing systematic issues? Is addressing problematic patterns not part of how you address the cultural issue?

CITY OF GRAND RAPIDS RESPONSE:

The City of Grand Rapids is committed on building upon the progress we’ve made over the past three years to strengthen the bond between the community and the police department. While remarkable headway has been made, we recognize that we still have a lot more to accomplish. The City will continue to take seriously the disparate treatment of residents to ensure that all Grand Rapids residents and visitors are treated equitably and with respect. We thank those who have participated in community meetings and given feedback in various ways as we continue our journey to become a national model of community and police relations.

QUESTION:

Since there are more minorities being stopped, that means more tickets and cost for that population. What are the numbers behind that?

CITY OF GRAND RAPIDS RESPONSE:

The Lamberth Consulting study did not measure when tickets were issued nor to whom. The Lamberth Consulting study examined traffic stops compared to the motoring public and searches. Therefore, there is no data available to suggest there is any disparity in when a citation is issued.

QUESTION:

When did the discrimination of the community become accepted (meaning without punishment or rewarded)?

CITY OF GRAND RAPIDS RESPONSE:

Discrimination is not accepted in the City of Grand Rapids. The City investigates and will take appropriate action in all reported cases of suspected discrimination.

QUESTION:

Why do we have to beg and wait for the police to change their cultural abuse? Why can't the GRPD be replaced?

CITY OF GRAND RAPIDS RESPONSE:

The Grand Rapids community, through its *12 Point Plan to Improve Police and Community Relations*, recommended that the City conduct a Traffic Stop Study to measure disparate traffic stops. The Grand Rapids City Commission voted to fund the Traffic Stop Study in 2016. Recommendations from the Traffic Stop Study Report are being implemented to eliminate disparate stops by the GRPD.

QUESTION:

Will Grand Rapids compensate the citizens for their injustices?

CITY OF GRAND RAPIDS RESPONSE:

This request has not been discussed at the City level.

QUESTION:

Why is it ok for GRPD officers to pull guns where there is not any danger to either person?

CITY OF GRAND RAPIDS RESPONSE:

It is not OK for GRPD officers to pull guns where there is no danger; however, danger is subjective. Training and protocol suggest that officers exercise extreme caution to maintain the health, safety and welfare of officers and the public.



Responses to Resident Inquiries

May 23 LINC UP Community Meeting

COMMUNICATION AND COMMUNITY ENGAGEMENT

QUESTIONS:

1) Overview of how GRPD does engagement

- a. How many meetings are held?*
- b. How are meetings organized, advertised, evaluated?*
- c. What other communication is done and how is it evaluated?*
- d. What has been implemented from Coffee with the Captain and other engagement meetings?*
- e. How does GRPD share learnings/feedback from engagement activities across the department? How is this shared publicly?*
- f. How are patrol officers doing engagement? How is this evaluated? What is the difference between CPO's and "non" community?*
- g. How have resources been increased since January 2015 for engagement?*
- h. What is being done to engage youth?*

CITY OF GRAND RAPIDS RESPONSE:

The Grand Rapids Police Department dedicated itself to the philosophy of community policing two decades ago. The GRPD remains committed to that philosophy. Operational staff is deployed in a "Team Policing" model geographically across the City. This is a deployment model that expands considerably upon the philosophy of community policing. There are five geographic "Service Area" in the City each commanded by a Captain. Each Service Area has four teams of Officers that are assigned to each Area for at least six months at a time. Each team has a Sergeant assigned to it for supervision. This essentially creates a "Community Officer" in every beat in the City of Grand Rapids. Additionally, the GRPD has

Community Policing Specialists whose primary duty are not responding to calls for service, but to work proactively in the community in a variety of ways to solve “problems” and engage those members of their assigned area much more directly.

Service Area Captains meet with neighborhood associations, business associations, and community groups on a routine basis along with their Community Policing Specialists. The Community Policing Specialists also do the same independently and with even smaller groups of community members. Coffee with a Captain is only one of many community engagement strategies the GPRD employs.

The Service Area Captains listen to the community members and report back to the Deputy Chiefs and Police Chief about what they are being told and operationalize any appropriate response to those concerns with the guidance of the Chiefs.

The Deputy Chiefs and Police Chief attend numerous meetings with members of the community to listen to concerns and provide information about the activities of the GPRD and how to create a safer community.

The GRPD uses Facebook, Twitter, the City’s website, word of mouth, press releases and public advertising to notify the community of the many different opportunities to attend GRPD hosted meetings. All are welcome to attend and participate.

There has not been a significant change in available resources for more engagement. More engagement would require additional staff at the GRPD. At this time, resources have not been allocated to allow for that. The GRPD and the City of Grand Rapids were forced to reduce personnel across all City Departments during the recent economic recession and are committed to only deploying additional resources if they are sustainable. The City of Grand Rapids continually evaluates its economic health and its ability to provide any additional services to the community. Recently, the City of Grand Rapids committed to providing one million dollars in funding to work on improving Police Community Relations. The City is studying how best to use those monies at this time.

QUESTIONS:

2) *How does GRPD review policies to maximize trust building?*

a. How does GRPD work to ensure all interactions are community-building?

b. How do we train GRPD to de-escalate situations to build trust?

CITY OF GRAND RAPIDS RESPONSE:

The GRPD reviews its policies annually to ensure that they are relevant, lawful and up to date. All of the policies are reviewed by identified internal subject matter experts for updates and changes, and then presented to the Police Executive Staff for review. Due to the GRPD's commitment to the philosophy of community policing, every policy is considered for its impact on the community.

The GRPD instructs all Officers at the most basic level of Police interaction with the public to build a positive relationship. Every training event on every training topic is taught consistent with City of Grand Rapids and Grand Rapids Police Department code of conduct, the laws of the State of Michigan, the precedent setting decisions of the judicial branch of government, and US Constitution.

The training for the members of the GRPD always starts with the hope that the members of the community will comply with the lawful orders of the GRPD. If that doesn't occur, then the members of the GRPD are trained to use the least amount of force possible to gain compliance. This is consistent with the US Constitution and US Supreme Court decisions.

QUESTIONS:

3) *Explain how the Community Relations Committee, Civilian Appeals Board, and Public Safety Committee work to improve community/police relations.*

a. What is each role, and what authority do they have to address issues?

CITY OF GRAND RAPIDS RESPONSE:

The Community Relations Commission has the quasi-judicial duty of conducting hearings and making decisions on issues involving compliance with City policies to eliminate prejudice and discrimination and to ensure equality of treatment and opportunity to all, regardless of race, color, creed, national origin, ancestry, age, sex, marital status, disability, source of lawful income or gender orientation. The Commission has nine members who represent the community at large. Commission members are appointed by the Mayor with the approval of the City Commission.

The Civilian Appeals Board creates a process that fairly and evenhandedly evaluates and judges the conduct of everyone involved to determine whether a breach of departmental rules has occurred. It also affords the community a sense of confidence that the community itself resolves the activities of its police officers. In May 2017, the City Commission approved a contract with a third-party facilitator to develop a “Know Your Rights” curriculum geared at eliminating confusion when citizens engage with law enforcement officers.

The Public Safety Committee considers and makes recommendations to the Grand Rapids City Commission on all matters concerning public safety. The City Commission recently expanded the Public Safety Committee from three to nine members to maximize citizen input and involvement. Each City Commissioner recommended one citizen from their respective wards, for a total of six City of Grand Rapids residents, to sit on the Public Safety Committee -- in addition to the three City Commission seats. The commission also revised the Public Safety Committee’s quarterly meeting schedule to a monthly schedule. The committee meets on Aug. 22, Sept. 26, Oct. 24, Nov. 28 and Dec. 19 at 11 a.m. in Conference Room 601 in City Hall (300 Monroe Ave. NW).

QUESTION:

b. How are meetings advertised?

CITY OF GRAND RAPIDS RESPONSE:

Like it does for all city boards and commissions, the City publishes notice of these meetings on grcity.us.

QUESTIONS:

c. What have they accomplished in the past 2 years?

Ex. How many CAB reviews occurred? What are the results?

CITY OF GRAND RAPIDS RESPONSE:

Formal complaints against police officers made to Internal Affairs are infrequent. In fact, most formal complaints are generated internally by the department:

- 2014 Formal complaints – 75 total (26-citizen generated; 49 department generated)
- 2015 Formal complaints – 94 total (32 citizen generated; 62 department generated)
- 2016 Formal complaints – 91 total (28 citizen generated; 63 department generated)

The Civilian Appeals Board has not had a case brought before it in 2017.

QUESTION:

- 4) *How was the community voice incorporated into the GRPD Strategic Plan beyond the mission statement?***

CITY OF GRAND RAPIDS RESPONSE:

The GRPD's Strategic Plan is an internal management document that was drafted following an organizational review to identify the Police Department's strengths and weaknesses as well as opportunities for improvement. This internal departmental plan was disseminated to City leadership and Police Department personnel.

DIVERSITY AND INCLUSION

QUESTIONS:

1. *How are we measuring success?*
 - a. *What is GRPD's goal for the demographic makeup of the police force?*
 - b. *What are the current demographics?*

CITY OF GRAND RAPIDS RESPONSE:

Goal setting based on race and gender is illegal under State Law (Proposition 2) for any city or government entity. This applies both to hiring and contracting. There will be no establishment of goals or preferences for hiring or contracting by the City based on race or gender. However, the City does track and monitor demographic data for both hiring and contracting and provides incentives for the utilization. The current demographics of the police department are listed below:

Position Title	Total	CM	CF	AAM	AAF	HM	HF	AM	AF	NAM	NAF	MM	MF
Police Chief	1	1											
Deputy Police Chief	2	2											
Police Captain	7	6		1									
Police Lieutenant	14	11	1					1		1			
Police Sergeant	34	26	3	2		2		1					
Police Officer	235	187	25	7		7	1	4	1	3			
Communications Manager	1		1										
Assistant Communications Manager	1	1											
Emergency Communications Operator	35	15	19										1
Emergency Communications Supervisor	4	3	1										
Forensics Services Manager	1		1										
Crime Scene Technician	7	3	4										
Latent Print Examiner	2		2										
Administrative Analyst I	2		2										
Information Systems Coordinator	1	1											
Police Financial Coordinator	1		1										
Police Records Specialist	1	1											
Administrative Secretary	1		1										
Office Assistant IV	2		2										
Office Assistant III	1		1										
Office Assistant I	2	1	1										
Financial Assistant I	1		1										
Radio Technician	3	3											
Vehicle Service Worker	1			1									
	360	261	66	11	0	9	1	6	1	4	0	0	1
	100.0%	72.5%	18.3%	3.1%	0.0%	2.5%	0.3%	1.7%	0.3%	1.1%	0.0%	0.0%	0.3%

CM Caucasian Male

CF Caucasian Female

AAM African American Male

AAF African American Female

HM Hispanic Male

HF Hispanic Female

AM Asian Male

AF Asian Female

NAM Native American Male

NAF Native American Female

MM Multi-Racial Male

MF Multi-Racial Female

QUESTIONS:

2. Recruitment practices

a. How is GRPD intentionally working to recruit people of color?

b. What are the demographics of the pool of candidates versus hires?

CITY OF GRAND RAPIDS RESPONSE:

The GRPD works closely with the City's Human Resources Department to extend marketing of its jobs through a robust community outreach process that includes all neighborhoods and many organizations. For results of the latest Police Recruit Process, see the following demographics:

Police Recruit Hiring Process:

Oct-16

Applied for the position:

1380 total applicants

26 not eligible applicants

1354 invited to the written exam.

<u>Ethnicity:</u>	<u>Females</u>		<u>Males</u>		<u>overall total</u>	
Asian	5	0%	18	1%	23	2%
Native American	1	0%	15	1%	16	1%
African American	44	3%	105	8%	149	11%
Hispanic	27	2%	113	9%	140	10%
Other	13	1%	49	4%	62	4%
Caucasian	162	12%	828	63%	990	72%
	252		1128		1380	1380

Took the Written Civil Service Exam:

1354 invited to write

596 chose not to take the Civil Service Exam

758 took the Civil Service Exam

Male	626	83%
Females	132	17%
Minority	206	27%

Passed the Written Civil Service Exam:

758 took the Civil Service Exam

129 Did not pass the Civil Service Exam

629 Passes the Civil Service Exam

Male	513	81%
Females	116	18%
Minority	154	24%

<u>Ethnicity:</u>	<u>Females</u>		<u>Males</u>		<u>overall total</u>	
Asian	3	0%	11	2%	14	2%
Native American	1	0%	8	1%	9	1%
African American	15	2%	36	6%	51	8%
Hispanic	7	1%	44	7%	51	8%
Other	8	1%	21	5%	29	5%
Caucasian	82	13%	393	62%	475	76%
	116		513		629	629

QUESTIONS:

2. Recruitment practices

- c. What is being done to ensure officers live in and understand the neighborhood?
- d. Who's administering the training and testing of candidates? How has training evolved over the years and become more inclusive?

CITY OF GRAND RAPIDS RESPONSE:

State Law prohibits local governments (cities, counties, villages, townships, etc.) from having a residency requirement to get a job. This means that the City cannot mandate that any City employee live in the City. However, public safety jobs (like police) can, by state law, be required to live in a surrounding contiguous county to the City of Grand Rapids so the emergency services can be more readily available. Contiguous means that the place touches the borders of the City of Grand Rapids.

The testing of candidates is done by outside professional consultants who have nationally validated tests. Programs and processes for EEOC compliance. There are a variety of training activities that police officers receive. Those that relate to inclusion include: customer service training, implicit bias training and diversity training.

QUESTIONS:

3. Demographics of force

- a. How many people of color work for GRPD and in what positions?
- b. How many females work for GRPD and in what positions?

CITY OF GRAND RAPIDS RESPONSE:

See chart below for answers to both questions.

Position Title	Total	CM	CF	AAM	AAF	HM	HF	AM	AF	NAM	NAF	MM	MF
Police Chief	1	1											
Deputy Police Chief	2	2											
Police Captain	7	6		1									
Police Lieutenant	14	11	1					1		1			
Police Sergeant	34	26	3	2		2		1					
Police Officer	235	187	25	7		7	1	4	1	3			
Communications Manager	1		1										
Assistant Communications Manager	1	1											
Emergency Communications Operator	35	15	19										1
Emergency Communications Supervisor	4	3	1										
Forensics Services Manager	1		1										
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Administrative Analyst I	2		2										
Information Systems Coordinator	1	1											
Police Financial Coordinator	1		1										
Police Records Specialist	1	1											
Administrative Secretary	1		1										
Office Assistant IV	2		2										
Office Assistant III	1		1										
Office Assistant I	2	1	1										
Financial Assistant I	1		1										
Radio Technician	3	3											
Vehicle Service Worker	1			1									
	360	261	66	11	0	9	1	6	1	4	0	0	1
	100.0%	72.5%	18.3%	3.1%	0.0%	2.5%	0.3%	1.7%	0.3%	1.1%	0.0%	0.0%	0.3%

BODY CAMERAS AND OPERATIONAL PROTOCOLS

QUESTIONS:

1. *Are body cameras working?*
 - a. *How is the use of body cameras increasing officer accountability?*
 - b. *What happens if there is misconduct? Who decides what is misconduct?*
 - c. *Are officers required to turn on body cameras? What is the policy?*
 - d. *What changes have occurred based on what has been learned?*

CITY OF GRAND RAPIDS RESPONSE:

Every sworn member of the GRPD has been issued at least one Body Worn Camera (BWC) and has been trained in its use. BWCs have been fully deployed for over a year. The cameras are functioning and are capturing encounters between the GRPD and the citizens of Grand Rapids. The videos created are very valuable in evaluating Officer's performance and when conducting Internal Affairs Investigations. Any member of the GRPD accused of violating a policy of the City Rules & Regulations, Police Manual of Conduct, or any Rule of Law is investigated by the Internal Affairs Unit. The findings of that investigation are submitted to the Chief of Police for his/her approval. If a violation is determined to have occurred that Officer would be subject to discipline following the guidelines set forth by the City Rules & Regulations, Police Manual of Conduct and any applicable bargaining unit contracts. The City of Grand Rapids also has a Civilian Appeal Board that a complainant may avail themselves to for certain types of complaints. See below:

CITY COMMISSION POLICY GRAND RAPIDS

NUMBER: 800-02

DATE: July 23, 1996

62671 11/19/96

71397 7/08/03

MICHIGAN FILE NUMBER: 62262

DEPARTMENT: POLICE

SUBJECT: GRAND RAPIDS POLICE DEPARTMENT CIVILIAN APPEAL BOARD

PURPOSE: To encourage compliance with rules and regulations concerning the conduct of police officers during interactions with citizens; to encourage individuals who believe they have been mistreated by police officers to use the internal complaint process of the Grand Rapids Police Department to have that officer's conduct reviewed; to create a process that fairly and evenhandedly evaluates and judges the conduct of everyone involved to determine whether or not a breach of

departmental rules and regulations has occurred; and to afford the community a sense of confidence that the community itself is involved as necessary in reviewing the activities of its police officers.

POLICY: A Civilian Appeal Board is hereby established within the Grand Rapids Police Department to act as a reviewing body for findings of fact made by the Grand Rapids Police Department with respect to complaints made by individuals who believe that they have been mistreated by police officers through: (a) the use of excessive force; (b) falsification/lying; (c) civil rights violations; and (d) hostility, discourtesy or other conduct unbecoming an officer when such conduct is committed in a context of racial animosity or prejudice. For purposes of this policy, "racial animosity or prejudice" is evidenced by derogatory conduct or discriminatory behavior which involves expressions of prejudice through words, gestures, or actions directed at an individual based upon that person's race, color, religion, gender or national origin.

- (1) Membership, Term of Office and Vacancy. The Civilian Appeal Board shall be comprised of nine (9) members. Each City Commissioner shall nominate one member, and the Mayor shall nominate three (3) members. The Mayor's nominations shall be made so as to encourage that the members selected for the Civilian Appeal Board constitute a diverse representation of the community at large. The Civilian Appeal Board shall be composed of those nominees approved by the City Commission. Appointments to the Civilian Appeal Board shall be effective the first Monday in May for a term of two (2) years. No member shall serve on the Civilian Appeal Board more than three (3) consecutive full or partial terms or a total of six (6) years. Residency within the City is a continuing qualification for office for those members appointed. Members shall be deemed to have vacated and resigned their office if they cease to be a resident of the City during their appointed term. Mid-term vacancies will be filled as they occur by the appropriate appointing authority for the remainder of the term of the member leaving the Civilian Appeal Board. No individual may be appointed to fill a vacancy unless they would be able to serve out the entire term.
- (2) Investigation of Complaints. Individuals with complaints alleging that they have been mistreated by police officers through the use of excessive force; falsification/lying; civil rights violations; or through hostility, discourtesy or other conduct unbecoming an officer when such conduct is committed in a context of racial animosity or prejudice will be referred to the Internal Affairs Unit of the Grand Rapids Police Department. The Staff of the Internal Affairs Unit, with the assistance of an Assistant City Attorney, will conduct an investigation and prepare a proposed "Complaint Disposition Report" containing a summary of the facts regarding the complaint and a conclusion regarding whether the police officer(s) violated Grand Rapids Police Department Rules or Regulations. The Complaint Disposition Report, when approved by the Chief of Police, will be provided to the police officer(s) involved, the City Manager, the City Attorney, and the Labor

Relations Division of the Human Resources Department. A copy of the Complaint Disposition Report will also be mailed to the complainant(s) at their last known address together with information advising the complainant regarding their right to appeal the conclusion reached in the Complaint Disposition Report to the Civilian Appeal Board.

- (3) Review by Civilian Appeal Board. If the Complaint Disposition Report concludes that the complaint is not sustained, was unfounded or that the officer is exonerated, the complainant may appeal to the Civilian Appeal Board by filing a written request for review with the City Attorney's Office within fourteen (14) calendar days after the date of mailing of the Complaint Disposition Report. If a timely appeal is filed, the Civilian Appeal Board will review the conclusions contained in the Complaint Disposition Report and the evidence secured by the Grand Rapids Police Department during the investigation. The Civilian Appeal Board is not authorized to engage in separate investigations, to interview witnesses, or to hold evidentiary hearings, but it may remand the case to the Labor Relations Division to conduct supplementary interviews with the complainant, the officer(s), and witnesses in the event that it considers the record to be inadequate to complete its review. The Labor Relations Division will provide a written report to Civilian Appeal Board summarizing the actions taken and information received during the supplemental investigation. The Civilian Appeal Board will meet as necessary to consider the matters referred to it in a timely fashion. Representatives of the Grand Rapids Police Department and the City Attorney's Office will be present during the review process to provide information regarding the scope of the investigation and to answer legal questions. At the conclusion of its deliberations, the Civilian Appeal Board will prepare a written decision affirming, reversing or modifying the conclusions contained in the Complaint Disposition Report. If the Civilian Appeal Board reverses or modifies the conclusions in the Complaint Disposition Report, the written decision must contain sufficient detail to explain the reason for the reversal or modification. The Civilian Appeal Board has no jurisdiction to impose discipline or to recommend that discipline be imposed and its decision will not address or recommend potential disciplinary action. The decision of the Civilian Appeal Board will be submitted to the City Manager and a copy of the decision will be provided to the complainant(s), the police officer(s) involved, the City Attorney, the Police Chief and the Labor Relations Division.
- (4) Final Disposition. The Complaint Disposition Report as affirmed, modified or reversed by the decision of the Civilian Appeal Board will constitute the City's final disposition regarding the complaint. If the decision of the Civilian Appeal Board concludes that the police officer(s) violated Grand Rapids Police Department Rules or Regulations, the City Manager will determine the disciplinary or other action to be taken.

GRPD Body-Worn Camera Administrative Policy

To establish a pilot policy and procedures during initial phase of testing and evaluation for potential body-worn camera implementation by the Grand Rapids Police Department. To identify issues that may lead to modifications and revisions of this pilot policy. To provide GRPD officers with instructions on when and how to use body-worn cameras.

POLICY:

The City of Grand Rapids Police Department will commence a phased introduction of body-worn cameras for police officers.

SECTION 1: GOALS

A. To foster an environment that ensures civility and respect between the community and the GRPD, improves transparency, and reduces liability.

B. Body-worn cameras will be utilized to:

- 1) Collect evidence for use in the prosecution of criminal offenses.
- 2) Record contacts with the public to secure additional evidence in connection with criminal and internal investigations.
- 3) Allow for supervisory review to ensure that departmental policies and procedures are followed.
- 4) Capture footage that will be useful for training officers.
- 5) Protect officers from false claims of misconduct.
- 6) Protect citizen privacy and rights.

C. To improve behavior by all individuals during police/citizen encounters.

SECTION 2: DEFINITIONS

A. Body-Worn Camera: A camera system designed to be worn by police officers to capture Digital Multimedia Evidence.

B. Digital Multimedia Evidence: All digital recordings captured by a body-worn camera, including but not limited to audio, video, photographs, and any associated metadata.

C. Metadata: Digital identifiers that are captured as a part of an actual recording, such as date/time, GPS coordinates, labeling, etc.

SECTION 3: PROCEDURES

A. Training:

- 1) Prior to testing a body-worn camera, officers shall receive Department-approved training on its proper operation and care and the Department's policy with respect to the use of the body-worn camera.
- 2) Additional updates shall be provided to ensure the continued effective use of the equipment, proper calibration and performance, and to incorporate changes, updates, or other revisions in policies or equipment.

B. Use and Care of Equipment:

- 1) Officers shall exercise reasonable care in the use of body-worn cameras and related equipment to ensure proper functioning.
- 2) Officers shall report malfunctions of cameras or related equipment to his or her supervisor as soon as possible, so that a replacement unit may be assigned.
- 3) Officers shall inspect and test body-worn cameras prior to each shift to verify proper functioning, and shall notify their supervisor of any problems.
- 4) Officers shall immediately report to his or her supervisor upon discovery that a body-worn camera has been lost, destroyed, or damaged.
- 5) Officers shall wear body-worn cameras on their outer-most garment and above the mid-line of their torsos, in positions designed to produce effective recordings.
- 6) Officers shall not use personally-owned body-worn cameras while on duty.

C. Operational:

- 1) Officers shall activate body-worn cameras during contact with the public to accomplish the goals of this policy as outlined above. This includes, but is not limited to, arrest situations, calls for service, field interrogations, vehicle stops, prisoner transports, investigative activity, or any other duty-related, official contacts with the public.
- 2) Officers shall not deactivate the body-worn camera system, once activated, until he or she has disengaged contact with a witness, complainant, victim, or suspect, subject to the following exceptions:
 - a) De-activation is approved by a supervisor;
 - b) When recording an event will compromise the safety of a civilian or an officer; or
 - c) When an officer is interacting with a member of the public in a matter of an exceedingly sensitive or private nature, including, but not limited to, the following:
 - i. An informant providing the intelligence of criminal activity.

- ii. ii Death notifications.
 - iii. iii Interviews of victims of criminal sexual conduct.
- 3) Body-worn cameras shall not be used to record:
 - a) Communications with other police personnel.
 - b) Encounters with undercover officers or informants.
 - c) When an officer is on break or is otherwise engaged in personal activities.
 - d) Barring exigent circumstances, in any location where an individual has a heightened expectation of privacy, such as a restroom or locker room.
 - e) A patient during a medical or psychological evaluation by a clinician or similar professional, or during treatment. When recording in hospitals or other medical facilities, officers shall exercise reasonable care to avoid recording persons other than a subject.
 - f) Communications made in a psychiatric facility, unless responding to a call involving a suspect who is thought to be present in the facility.
 - g) Communications to or from individuals with whom an officer has a privileged relationship, such as spouses, attorneys, labor representative, medical care providers, etc.
- 4) When a body-worn camera is not activated or an entire contact is not recorded, the officer shall document the reasons.
- 5) Officers shall not edit, alter, erase, duplicate, copy, share, or otherwise distribute in any manner body-worn camera images and information without the prior written approval of the Chief of Police or his/her designee.

D. Review of Recordings:

- 1) Authorized Review:
 - a) Officers may review recordings from their own assigned body-worn cameras at any time in connection with their official duties and are encouraged to review such recordings as necessary to refresh memory and ensure accuracy of reports.
 - b) Unit Commanders and Supervisors may review body-worn camera recordings, in their discretion, in support of the goals of this procedure.
 - c) Other sworn or civilian employees may review body-worn camera recordings when necessary to their assigned job functions.
 - d) Officers making formal statements regarding a use of force or compelled statements in the course of a disciplinary investigation shall be allowed to review body-worn camera recordings as follows:
 - i. Upon request by the officer, the right to review in the presence of the officer's labor representative or attorney, and/or

- ii. The right to review recordings from other body-worn cameras that captured the officer's image or voice during the underlying incident.
- d) Other review as authorized by GRPD policy or procedure.
- 2) No other review of body-worn camera recordings shall be allowed without express written permission of the Chief of Police or his/her designee.

E. Retention and Destruction of Recordings:

- 1) Body-worn camera equipment and all data, images, video and metadata captured, recorded or otherwise produced by the equipment are property of the City of Grand Rapids.
- 2) All files from body-worn cameras shall be securely stored in accordance with State law and City of Grand Rapids policies. Such stored files shall not be kept longer than is reasonably necessary for use in investigations or prosecutions (including appeals); for use in resolving civil claims and/or civil actions; for internal disciplinary investigations, or as useful for police training. In capital punishment prosecutions, files shall be kept until the alleged offender is no longer under the control of a criminal justice agency.
- 3) Digital multimedia evidence shall be retained and disposed of or destroyed pursuant to the State of Michigan approved retention schedules or retention schedules developed pursuant to GRPD Manual of Procedures, Section 11-8 and as approved by the State.
- 4) Release of stored digital multimedia evidence to the public is subject to the requirements of State law, including the Freedom of Information Act, MCL 15.231, et seq., City of Grand Rapids Administrative Policies, and the GRPD Manual of Procedures.
- 4) Requests for the deletion of portions of a recording from a body-worn camera (e.g., in the event of a privileged or personal recording) must be submitted in writing to the City of Grand Rapids Law Department and shall not be granted unless permitted by State law or approved retention schedules.

F. Prohibited Conduct:

- 1) Employees shall not edit, alter, erase, duplicate, copy, share, or otherwise distribute in any manner body-worn camera images and information except as authorized by this policy, GRPD policy or procedure, or without the prior written approval of the Chief of Police or his/her designee.
- 2) The use of body-worn cameras, all data, images, video and metadata captured, recorded or otherwise produced by the equipment for any purpose other than in accordance with this Policy is prohibited.

SECTION 4: OTHER CONSIDERATIONS

This policy is not intended to enlarge the liability of the City of Grand Rapids or its employees in any way. It shall not be construed as the creation of a higher standard of safety or care in any sense, evidentiary or otherwise, with respect to third party claims insofar as the employer's or employee's respective legal duties as imposed by law. This policy is not intended to create, nor does it create or vest any third-party rights that would not exist independent of this policy.

The GRPD has not had to make any major changes because of BWCs. A need, however, has been identified to hire an audio/video production specialist to assist with records requests.

QUESTIONS:

2. *What are our privacy rights?*

a. *How are citizens protected?*

b. *How are we protecting juveniles?*

CITY OF GRAND RAPIDS RESPONSE:

The GRPD has always used every tool at its disposal to protect the privacy of the citizens of Grand Rapids. Under the current Michigan FOIA statute, the exemptions are voluntary and the GRPD applies them rigorously where applicable to protect the privacy of the citizens who are in our public records. This includes Police video.

Governor Snyder recently signed a bill into law that exempts Police video from certain types of records requests and in certain situations. This law takes effect January 1, 2018. This law is also included in this document in response to the questions above. In general, the new law shields Police Video captured in private space from examination or release other than to involved parties of an incident.

Juveniles are protected largely the same as any other person. The new law provides them the same protections as anyone else in "private space" and the GRPD scrutinizes very closely any release of information regarding juveniles within the applicable laws and statutes of the State of Michigan and the United States.

QUESTIONS:

3. *Viewing and retaining footage*

- a. *Who has access to view the body camera footage?*
- b. *How is this data being protected and preserved?*
- c. *Has any data been shared? For what purposes?*
- d. *How has the data been evaluated? Any behaviors and patterns?*
- e. *What is the policy for editing footage?*

CITY OF GRAND RAPIDS RESPONSE:

Direct access to the GRPD's body worn camera video is restricted to members of the GRPD. Internal to the GRPD there are additional restrictions. An Officer only has access to their own BWC video. Investigators and Supervisors have access to all BWC video (for investigatory and supervisory purposes).

Any access to video evidence possessed by the GRPD for a non-criminal justice purpose or by a person not directly involved in the criminal justice process has to be reviewed prior to its release to determine if the release is allowable (with or without redactions) consistent with the laws of the State of Michigan and the United States.

The BWC videos are stored in a "cloud" solution provided by the vendor of the cameras, Axon, Inc., that solution has multiple security features to prevent unauthorized access to the data.

BWC videos (like any other evidence) are shared to the Kent County Prosecutor's Office, City Attorney's Office, and other law enforcement agencies as necessary during the criminal justice process (investigations and adjudication).

As part of daily ongoing supervision and review of Officer's actions the videos have been very useful to identify training opportunities and to address behavior that could be improved. This is now just another tool in the GRPD's toolkit to constantly improve. No concerning systemic pattern of behavior had been detected to date.

The original video files are never "edited". Video files are clipped, blurred or blanked (redacted), audio muted, etc.... depending on the purpose of the video being "published" consistent with the laws of the State of Michigan and the United States. When a video file is "edited" for release the original is not modified instead a copy is made which is. The vendor provided solution has a very robust auditing trail of any activity and access with the video files.

QUESTIONS:

4. *Obstruction of the camera*

a. What are the policies for this?

CITY OF GRAND RAPIDS RESPONSE:

The GRPD Video Audio Recording Device Policy 8-12 (listed next) requires the camera to be worn in the center of the torso above the midline on the outermost garment. However, operational requirements during dynamic situations can result in the camera being obstructed (a dangerous situation requiring a plate carrier be worn over the standard uniform and soft body armor, extreme weather conditions necessitating the rapid donning of jackets, etc.

Video Audio Recording Devices 8-12.1

Grand Rapids Police – Manual of Procedures 12/17/2015

A. PURPOSE. To establish procedures for the use of Video Audio Recording Devices (VARD) and provide guidance for the users in the use of the Digital In-Car Video System (DICV) and Body Worn Cameras (BWC) which will be used concurrently and which together shall be referred to as VARD.

B. GOALS. Use of VARD will enhance Police professionalism during citizen contacts, provides transparency and will enrich the public's trust. They are an effective means of protecting the Department and its employees from potential liability by recording events as they transpire. The systems will enhance the efficiency and effectiveness of the Department and its officers and is intended to:

1. Support the Department's investigative efforts
2. Assist in the collection of evidence and for prosecutorial purposes
3. Enhance officer and citizen safety
4. Increase opportunities as Police training aids
5. Facilitate the investigation of citizen complaints
6. Protect officers from false claims of misconduct

C. OPERATION OF DIGITAL IN-CAR VIDEO (DICV) SYSTEM AND THE BODY WORN CAMERAS (BWC)

1. Personnel must complete department approved training in the use of Video Audio Recording Devices (VARD) prior to being authorized to operate the equipment.
2. VARD trained personnel shall use the equipment during their tour of duty as outlined in training and this procedure.
3. VARD provides additional documentation of police/public encounters.
 - a. Video cannot always show the full story nor does it capture the entire scene.
 - b. Use of the cameras does not reduce the requirement to provide thorough written documentation.
 - c. VARD cannot accurately represent physiological and psychological phenomenon that officers experience under stress; so it is critical this is articulated in the written documentation.
 - d. Officers' perception and independent recollection as the time of the decision is critical.
4. Officer and citizen safety take precedence in activating VARD.
5. BWC shall be worn above the midline of the officers' torso, on the outermost garment, and in a position designed to produce an effective recording.
6. The VARD will have system triggers that activate automatically. Systems can also be activated by pressing record on the video camera/display screen or remote using auto transmitters.

D. SPECIFIC RESPONSIBILITIES

1. Operator Responsibilities
 - a. Prior to testing the VARD system and beginning patrol, the operator shall log on as trained.
 - b. At the beginning and end of their shift and prior to logging off, officers shall test the VARD Systems for proper operation.

- c. Testing shall include activating the VARD Systems and documenting the test as outlined in training
- d. The VARD System shall be tested and signed off as outlined in training.
- e. Any malfunctioning DICV shall be written up for repair utilizing the computer in the Motor Pool. Operators shall also make a note on their daily activity log as to the suspected problem with the DICV and promptly notify their supervisor. The equipment shall be made available for repair as outlined in training.
- f. Any malfunctioning BWC shall be submitted to the Property Management Unit. A replacement/spare is to be checked out in the Watch Commander's Office.
- g. The VARD shall not be used for personal entertainment or for any activity that will distract the officer from his or her duty.
- h. Two-person patrol units shall wear and activate all assigned VARD equipment as outlined in training and this procedure. This includes the second remote audio transmitter utilizing a second channel.

2. Supervisor Responsibilities

- a. Supervisors shall monitor the use of VARD equipment for compliance with Departmental policy.
- b. Supervisors trained in the operation of the VARD equipment are responsible for the operating procedures outlined below.
- c. Supervisors may approve deviations from this procedure in exceptional circumstances.
- d. Supervisors shall review all available VARD recordings prior to writing their follow-up reports on pursuits, use of force incidents, and officer-involved car crashes.

E. OPERATING PROCEDURES

1. Body Worn Cameras shall be worn by:

- a. Personnel assigned to patrol duties including Community Policing Specialists and Special Response Team.
- b. Non-patrol uniformed personnel when leaving police headquarters.
- c. Plainclothes personnel when leaving police headquarters to take enforcement action, i.e. make an arrest, contact a suspect, search warrant, etc.
- d. Uniformed personnel assigned to work a special event or similar assignment.
- e. Personnel assigned to undercover roles at the direction of the appropriate supervisor.
- f. Any personnel when so directed by a supervisor.

2. Personnel shall activate VARD during contact with the public in order to accomplish the goals of this procedure as outlined in Section B.1-6. This includes but is not limited to, arrest situations, calls for service, field interrogations, vehicle stops, prisoner transports, investigative activity, large public assemblies, or any other duty related official contacts with the public.

3. Personnel shall utilize VARD on any calls involving the use of emergency lights such as emergency responses or vehicular pursuits for the duration of the contact as outlined.

4. The VARD, when activated, shall not be deactivated until the operator has disengaged contact with a witness, complainant, victim, or suspect with the following exceptions:

a. Approved by a supervisor

b. If recording an event will compromise the safety of a civilian or an officer or if an officer is interacting with a member of the public or another officer in a matter of an exceedingly sensitive or private nature or place. This is not limited to but includes the following examples:

- (1) An informant providing the intelligence of criminal activity.
- (2) Encounters with Undercover Officers.
- (3) Death notifications.
- (4) An interview with a CSC victim.
- (5) Strategic Tactical Planning.
- (6) Pre-event briefing or post event debriefings.
- (7) Locker rooms and Bathrooms.
- (8) Privileged conversations; counsel, clergy, etc.
- (9) Court.

5. If an operator reasonably believes that the noise and/or light emitted by the camera will place him/her in danger, he/she may choose to not activate the camera or to deactivate the camera.

6. A higher level of discipline shall be utilized when recording in medical or mental health facilities due to the sensitive environment and legal ramifications as outlined in training.

7. During a vehicle stop or other incident, the VARD may be deactivated during contact with other officers and supervisors.

8. Personnel are encouraged to narrate an incident while preparing for a traffic stop or contact. The intent of the narration is to assist in necessary written documentation and to provide an explanation of recorded events.

9. During the initial contact, personnel are not required to inform persons that video recording is in use. However, if asked if recording equipment is in use, officers shall not conceal the fact that the incident is being recorded.

10. The microphone shall not be activated while at the Police Headquarters (except during times of enforcement or investigative activity per section E.1.), during private conversations, lunch or rest breaks, or court appearances.

11. Officers and Supervisors may use VARD to review incidents prior to and during the writing of reports. The VARD may aid personnel if they were unable to observe all of a suspect's actions and statements.

a. Personnel should also be aware that upon entering the motor pool, the wireless computer server will begin automatically uploading all recorded video from the DICV system. Once this video is uploaded into the server, the video cannot be viewed in the vehicle and must be viewed at a work station at headquarters.

b. The Body-worn cameras will be uploaded in approved docking stations.

12. After an event is recorded, officers shall properly categorize the event as trained.

13. After an event is categorized, the operator shall note that the event was recorded in the body of the incident report as well as the category under which the incident was tagged (i.e. "The event was recorded on my in-car video system under the heading of 'evidence.'"). *Video*

a. If an event is incorrectly categorized, this should likewise be noted and change the category as outlined in training.

b. If an event is not recorded as required under Section E (Operating Procedures,) the operator shall note in the report or citation why the recording did not take place.

14. The DICV has a 90 second pre-event record function that provides video only. The BWC has a 30 second pre-event record function that provides video only.

F. VARD MAINTENANCE AND STORAGE

1. The Support Services Division will be responsible for the maintenance and storage of all recorded data and related equipment.
2. Personnel shall use only Department-issued VARD equipment to record incidents.
3. At the end of their tour of duty, personnel shall log off of their VARD to ensure recorded videos are properly stored and uploaded as outlined in training.
4. Personnel who wish to use recordings for informal hearings are responsible for retrieving the digital evidence as outlined in training.
5. All VARD recordings are to remain in their original state and shall be the sole property of the Grand Rapids Police Department. Video recordings are intended for official Department use only.
6. Any public requests for deletion of VARD recordings (such as events of privileged or personal recordings) must be submitted in writing to the City of Grand Rapids Law Department.
7. Removal, duplication, release, alteration, erasure, or other use of Department digital video recordings except as permitted by Department policy without authorization of the Chief of Police or designee is prohibited.
8. All recordings of the VARD will be treated as official reports of the Department. Any theft, intentional misplacement, alteration, sabotages, or editing of any recording without the consent of the Chief of Police or designee is equivalent to falsifying a police report or tampering with evidence.
9. In the event of problems with VARD upload, download or significant circumstances the Watch Commander shall be notified and follow the established training protocols.

G. DIGITAL RECORD RETENTION. The Records Custodian of the Support Services Division shall maintain a written schedule for the retention of digital video records. The retention schedule (as outlined in MOP 11-8), along with any subsequent changes or amendments, must be approved by the Chief of Police.

H. ADMINISTRATIVE REVIEW

1. The Department recognizes that officers oftentimes become engaged in dynamic situations in which it may not be practical to activate the VARD, i.e., spontaneous foot chases, unexpected altercations, etc. However, Officers shall make every attempt to comply with this procedure without compromising their safety or that of others.

a. Persons reviewing recordings must be cautious before conclusions are reached about what the video shows. The standard used should be “objectively reasonable” based on the totality of the circumstances.

b. When evaluating the unique perspective of VARD, one must consider:

- (1) The camera does not follow the operator’s eyes
- (2) Some danger cues cannot be recorded
- (3) The officers level of experience and history
- (4) Camera speed and human reaction time differ significantly
- (5) Camera recordings are only 2 dimensional
- (6) Extended hands and arms may block views at critical times
- (7) Cameras do not utilize human senses
- (8) Cameras cannot record perceptual distortion and/or other normal reactions to stress

c. The review must consider witness testimony, forensics, officer statements and all facets of the investigation.

2. Recordings may be reviewed by Supervisors or Unit Commanders at their discretion in support of the goals of this procedure.

3. Officers are encouraged to notify the Training Bureau of recordings that may contain material suitable for training purposes. The Training Bureau may not use any recording or portion of a recording without the approval of the recorded officer or officers.

I. PROCEDURE APPLICATION. This procedure is not intended to enlarge the employees or employers civil liability in any way. It shall not be construed as a creation of a higher standard of safety or care in any evidentiary sense with respect to third party claims insofar as the employers or employees legal duty imposed by law.

RACIAL DISPARITIES

What more do we need to know

QUESTIONS:

1. *Reporting*

- a. *Why just traffic stops and not all stops?*
- b. *Where is the info on actual arrests?*

CITY OF GRAND RAPIDS RESPONSE:

The Traffic Stop was an item contained in the *12 Point Plan to Improve Community and Police Relations* in 2015 to provide an update to the 2006 Traffic Stop Study that was previously done. This recommendation to update the previous study analysis was determined from community input (public hearings to the City Commission) and from 25+ community leaders as a top priority to assess and provide data results on the police traffic stop operations. Since it was an update to the previous study, the scope of the study was defined to parallel/replicate the previous scope of analysis. This ensured the same things were being evaluated and measured by doing so, it could detect, identify or highlight any changes in police operations from the previous study results of 2006. Data on arrests was not included in the scope of this study.

QUESTIONS:

2. *Traffic Stop Study*

- a. *What is being done to address disparities?*
- b. *Who commissioned the former chief to debunk the recent study?*
- c. *How is this info being used to impact training?*
- d. *How is the consultant selected? How do residents play a role in the selection?*

CITY OF GRAND RAPIDS RESPONSE:

The City Commission created action items in response to this study. Training will be impacted based on the action items. The use of the consultant, Lamberth & Associates Consulting LLC, was recommended by City staff because the firm had done the previous comprehensive study in 2006. The recommendation listed in the 12 Point Plan called to have an update study on traffic stop operations. The City of Grand Rapids did not commission the study questioning the Lamberth Traffic Stop Report. We are not privy to the individual or organization that may have commissioned the study.

QUESTION:

3. *Timeline*

a. *Why are we waiting until 2018 for the next study?*

CITY OF GRAND RAPIDS RESPONSE:

A citizens task force of Grand Rapids resident community leaders with professional technical expertise in data analytics monitored this most recent Traffic Stop Study project. The task force recommended to the City Commission that the next study should be done around 2018 because the benchmark traffic data resulting from the 2016 study (the most recent study) will not statistically alter the benchmark for a significant measurement.

INDEPENDENT REVIEW OF POLICE ACTIONS

QUESTIONS:

1. *Civilian Appeals Board*

a. *What power does the CAB actually have?*

b. *Why is the CAB information only shared on social media or after incident?*

c. *Who is currently on the CAB? What have they done? Who selects members?*

d. *Report on the finding of the CAB?*

CITY OF GRAND RAPIDS RESPONSE:

The Civilian Appeal Board (CAB) is a reviewing body for findings made by the Internal Affairs Unit of the Grand Rapids Police Department with respect to complaints made regarding the use of excessive force; falsification/lying; civil rights violations; and hostility, discourtesy or other conduct unbecoming an officer when such conduct is committed in a context of racial animosity or prejudice.

Internal Affairs staff conducts the investigation into the complaint by gathering police reports, audio/video, conducting interviews with the complainant, witnesses (including bystanders and officers) and the officer(s) that are the subject of the complaint. If the Internal Affairs investigation concludes that one of these types of complaints is not sustained, unfounded, or exonerated, the complaint is eligible for review by the Civilian Appeal Board. The citizen complainant is notified by phone and letter of the result of the complaint and that she/he has the right to appeal. The appeal form is provided with the letter. The complainant has 14 calendar days to file the appeal.

The Civilian Appeal Board meets as necessary to review appeals. CAB members have access to all information gathered by Internal Affairs, as well as the investigative report prepared by the Internal Affairs investigator.

The Board has the power to:

- Access and review the entire Internal Affairs file of an appeal before it;

- Send an appeal to the City Labor Relations department for further investigation and reporting back to CAB; and
- Reverse or modify the Internal Affairs conclusion (for example: CAB can reverse Internal Affairs' conclusion that no department policy was violated and modify the conclusion from a not sustained into a sustained)

The Board does *not* have the power to:

- Recommend or impose discipline.

The Civilian Appeal Board is composed of nine (9) members. Each City Commissioner nominates one member; the Mayor nominates three members. The nominations are submitted to the City Commission Committee on Appointments, which sends appointment recommendations for a final vote to the entire City Commission. CAB members must be City residents. The current CAB members are listed on the City's [website](#):

Current members & term end

Maria Moreno Coms. O'Connor's Seat 5/7/2018	Huemartin Robinson Mayor Bliss' Seat 5/7/2018	Donna Chivis Coms. Lenear's Seat 5/7/2018
Curtis Orsinger Coms. Shaffer's Seat 5/7/2018	John Rothwell Coms. Kelly's Seat 5/7/2018	John Van Tholen Mayor Bliss' Seat 5/7/2018
Debora Vazquez Mayor Bliss' Seat 5/7/2018	George Storms Coms. Allen's Seat 5/7/2018	Bryan Blakely Coms. Jones' Seat 5/7/2018

QUESTIONS:

2. *Third Party Review*

- a. **Why is the MI State Police (another policing institute) the third party who reviews these actions and complaints?**
- b. **How is the victim and family included in review process?**
- c. **How is the CAB involved in the investigation done by the state?**

CITY OF GRAND RAPIDS RESPONSE:

The Michigan State Police does not review complaints; citizen complaints are reviewed by GRPD Internal Affairs. The Michigan State Police (MSP) may be called to do the police investigation into the conduct of a police officer if the conduct is potentially criminal. City Administrative Policy 15-02 requires that MSP be called to investigate and collect evidence for all GRPD officer-involved shootings and in-custody deaths. The Civilian Appeal Board is not involved in the investigation done by MSP because the Board is not involved with the criminal investigation.

The victim and family are involved to the same or similar degree as they would in any shooting investigation.

MSP forwards its investigation to the Kent County Prosecutor's office for review. If the Kent County Prosecutor determines that it has a conflict of interest, there are protocols in place that require the prosecutor to contact the Michigan Attorney General's office to have the prosecutorial review and, if appropriate, prosecution of charges handled by another prosecuting agency. This investigation and review is done within the context of the criminal laws.

A separate administrative investigation of these incidents is conducted by the GRPD Internal Affairs Unit—usually after the criminal investigation is completed so as not to compromise that process. The administrative review is done to determine whether the officer violated department policy or procedure. The lens of this investigation is that of the employer reviewing to ensure its employees followed the appropriate rules and involves review of department policy, practices, and the relevant law (for example, search and seizure law). This investigation will use information gathered by the Michigan State Police, but IAU will also conduct its own investigation, gather documents, interview witnesses, and the officer(s) involved. These administrative reviews are not eligible for review by the Civilian Appeal Board because these reviews are not started by a citizen filing a complaint against the officer; the “complainant” is the GRPD itself.

QUESTIONS:

3. *Consequences and Accountability*

- a. How are officers being held accountable?*
- b. How is information from reviews used to impact training?*
- c. How is the community being updated?*

CITY OF GRAND RAPIDS RESPONSE:

All employees of the Grand Rapids Police Department are subject to the City Rules & Regulations, Police Manual of Conduct, and all laws of the State of Michigan and the United States. Any suspected violation of any of those are investigated by the Internal Affairs Unit. In addition to the daily supervision and direction provided by the Sergeants, Lieutenants, and Captains of the Grand Rapids Police Department, certain events are routinely reviewed internally by the GRPD Training Unit and Internal Affairs Unit for compliance with City Rules & Regulations, Police Manual of Conduct, and all laws of the State of Michigan and the United States. All actual and alleged use of force and pursuits of motor vehicles are reviewed by the GRPD Training Unit. If the Training Unit determines that additional training is needed for an individual, individuals, or the entire department they would address that. If a use of force or pursuit is found to be outside of policy, it is referred to the Internal Affairs Unit for an internal investigation and possible discipline.

The GRPD provides annual reports on the activity of the Internal Affairs Unit (numbers of complaints by type, disposition of complaints, and the number of cases referred to the CAB for review and their disposition). The GRPD also provides annual reports on the use of force statistics for the department. Both of these reports are available to the City Executive Staff and City Commission for their review and recommendations on issues to be addressed.

These reports are typically presented at Public Safety Commission meetings which are open to the public and routinely reported on by the media.

A table indicating the number of formal complaints (internal and external) for the past 3 years is below:

COMPLAINTS	2014	2015	2016
External (Class 1 and 2)	26	32	28
Internal (Class 1 and 2)	49	62	63
Total (Class 1 and 2)	75	94	91

A table showing the use of force statistics for the GRPD for the past two years is below:

Type of Force	2015	2016
Alleged Force	25	14
ECD	35	23
ECD - Dog	N/A	1
Firearm	29	N/A
Firearm - Animal	N/A	3
Hand Strikes	32	29
Handcuffing	66	56
Impact Weapon	3	1
K-9	N/A	5
Kicks	22	10
Knee Strikes	44	44
OC Spray	15	17
Other	31	59
Pressure Points	47	45
Specialty Munition	1	1
Tackle	N/A	76
Takedowns	216	194
# of Use of Force Incidents Entered	440	453
# of Separate Incident Reports Involved	369	370

It should be noted that significant changes were made in the tracking of use of force from 2015 to 2016. Tackles are now reported, use of a firearm was reported as a single statistic but is now broken up between vs. an animal and a person, and K-9 use of force is now being included in this report.

The deployment of BWCs has proved invaluable as a training tool. Now, Police Supervision, IAU, and the Training Unit can “see” what happened not just read about what happened. This has allowed for significant coaching, constructive criticism, and identifying training needs or adjustments for individuals or the department as a whole. The GRPD routinely uses its own video events (both ICV, and BWC) and other agencies publicly available video that demonstrate teachable moments.



Responses to Resident Inquiries

Listening Sessions Community Meetings

POLICE RECRUITING/HIRING

QUESTIONS:

What are the hiring policies/procedures for police officers?

What are the hiring requirements?

What are the hiring practices?

What is the training & hiring procedure?

How long does an officer have to go to school?

Do police officers need to have college degrees?

What are the City's recruitment efforts/plan?

Who is eligible to go to the academy?

What are the incentives?

CITY OF GRAND RAPIDS RESPONSE:

The City of Grand Rapids replaces retired police officers by hiring two positions:

Police Recruit positions (which do not require any formal law enforcement training)

Police Officer positions (which require that an applicant already possess the certification or be certifiable)

Hired Police Recruit candidates are hired by the City of Grand Rapids and sponsored to attend the Grand Valley State University (GVSU) Police Academy. Police Recruits who are sponsored to attend the GVSU Academy will be paid as a police recruit, and will receive all the benefits provided by the City, while attending the police academy. Upon successful completion of the police academy, recruits will return to the Grand Rapids Police Department for additional training and will be sworn in as police officers.

The recruitment processes allow the Grand Rapids Police Department to maintain its current staffing level and address our future succession needs. “Retirements of current personnel continue to present an opportunity to hire new law enforcement representatives who will strengthen the department’s future. We are committed to hiring qualified professional candidates who share our passion for public service, integrity and honor. We are interested in hiring those who meet the minimum qualifications outlined in each of the job descriptions and are interested in serving and protecting our community.

This application process is open to everyone, including:

- Individuals who have no formal training in law enforcement but who is willing to serve our community – please apply for the Police Recruit job
- For anyone who is currently certified as a Police Officer or is already certifiable as one, please apply for the Police Officer position
- Graduates of an MCOLES (Michigan Commission on Law Enforcement Standards) police academy

All applicants must pass the civil service exam and meet all MCOLES minimum licensing requirements:

- Must not be less than 18 years of age
- Possess US Citizenship
- Possess a high school diploma or GED
- Possess a valid Michigan Driver’s License
- No Felony crimes (see MCOLES website for additional disqualifying criminal history information)
- Good Moral Character
- Pass a comprehensive background investigation
- Pass MCOLES Reading, Writing, and Physical Fitness examinations
- Pass MCOLES Psychological Evaluation
- Pass MCOLES Medical Evaluation and Drug Screening
- Pass the City of Grand Rapids Civil Service Exam
- Pass an oral board interview

Please visit the MCOLES website at mi.gov/mcoles for additional information about its minimum licensing standards.

QUESTION:

Are they [officers] getting laid off?

CITY OF GRAND RAPIDS RESPONSE:

No. There are no plans to lay any officers off this fiscal year or in the future.

QUESTION:

Does the change in hiring practices lower standards?

What is the “re-assessed criteria that was changed?”

What/Why is the education requirement that has changed?

Are there other standards that have changed?

How have they changed?

CITY OF GRAND RAPIDS RESPONSE:

Recognizing the limits of hiring solely sworn individuals, the Grand Rapids Police Department, with support from City administration and the Human Resources Department, now also seeks non-sworn personnel. By eliminating a potential impediment to employment with the GRPD, we hoped to attract a uniquely talented, diverse candidate pool. Our recent classes prove that this new approach works and we will look to adopt proactive measures to increase diversity of staff throughout our entire organization. Ultimately, this process produced an eligibility list whose make up is more reflective of the diversity of our community. The Grand Rapids Police Department is one of the preeminent law enforcement agencies in the State, due in large part, to the caliber of the individuals hired, the training they are provided and the supervision they receive. These new measures continue that tradition.

QUESTION:

Priority hiring people of color why is it not mentioned? (convo around becoming a policy).

CITY OF GRAND RAPIDS RESPONSE:

Goal setting based on race and gender is illegal under State Law (Proposition 2) for any city or government entity. This applies both to hiring and contracting. There will be no establishment of goals or preferences for hiring or contracting by the City based on race or gender. However, the City does track and monitor demographic data for both hiring and contracting and provides incentives for the utilization.

QUESTIONS:

How do you encourage more minorities to become police persons?

What is being done to encourage more women?

How do you encourage more minorities of become police persons?

Does GRPD reflect demographic of the city?

What is data of people of color in leadership?

CITY OF GRAND RAPIDS RESPONSE:

The GRPD works closely with the City's Human Resources Department to extend marketing of its jobs through a robust community outreach process that includes all neighborhoods and many organizations. The current demographics of the police department are listed below:

Position Title	Total	CM	CF	AAM	AAF	HM	HF	AM	AF	NAM	NAF	MM	MF
Police Chief	1	1											
Deputy Police Chief	2	2											
Police Captain	7	6		1									
Police Lieutenant	14	11	1					1		1			
Police Sergeant	34	26	3	2		2		1					
Police Officer	235	187	25	7		7	1	4	1	3			
Communications Manager	1		1										
Assistant Communications Manager	1	1											
Emergency Communications Operator	35	15	19										1
Emergency Communications Supervisor	4	3	1										
Forensics Services Manager	1		1										
Crime Scene Technician	7	3	4										
Latent Print Examiner	2		2										
Administrative Analyst I	2		2										
Information Systems Coordinator	1	1											
Police Financial Coordinator	1		1										
Police Records Specialist	1	1											
Administrative Secretary	1		1										
Office Assistant IV	2		2										
Office Assistant III	1		1										
Office Assistant I	2	1	1										
Financial Assistant I	1		1										
Radio Technician	3	3											
Vehicle Service Worker	1			1									
	360	261	66	11	0	9	1	6	1	4	0	0	1
	100.0%	72.5%	18.3%	3.1%	0.0%	2.5%	0.3%	1.7%	0.3%	1.1%	0.0%	0.0%	0.3%

CM Caucasian Male

CF Caucasian Female

AAM African American Male

AAF African American Female

HM Hispanic Male

HF Hispanic Female

AM Asian Male

AF Asian Female

NAM Native American Male

NAF Native American Female

MM Multi-Racial Male

MF Multi-Racial Female

QUESTION:

Age limit to officers?

CITY OF GRAND RAPIDS RESPONSE:

Minimum age of officers must be 18 years of age. There is no maximum age requirement.

QUESTIONS:

Who is paying for the Police Academy?

How is it being paid for, by taxpayer dollars?

CITY OF GRAND RAPIDS RESPONSE:

Hired Police Recruit candidates are hired by the City of Grand Rapids and sponsored to attend the Grand Valley State University (GVSU) Police Academy. Police Recruits who are sponsored to attend the GVSU Academy will be paid as a police recruit, and will receive all the benefits provided by the City, while attending the police academy. The academy and recruits are funded through the general fund.

QUESTION:

How many vacancies are there at this point?

CITY OF GRAND RAPIDS RESPONSE:

Vacancy numbers constantly fluctuate due to retirements and staff resignations.

QUESTIONS:

Why are local graduates not being hired?

Is there a preference from where applicants are pulled from?

CITY OF GRAND RAPIDS RESPONSE:

While there is no preference from where applicants are pulled, local graduates are being hired. The recent 10-member class hire consists of three African-American males, three Caucasian females, two Caucasian males, one Hispanic male and one Asian-American female. The all-Michigan resident group has local ties, with 9 living in Kent County -- three of whom reside in Grand Rapids.

QUESTION:

Better testing to root out bias before hiring?

CITY OF GRAND RAPIDS RESPONSE:

All Grand Rapids Police Officer hires must meet be of good moral character and pass a comprehensive background investigation. They also must pass an MCOLES psychological evaluation. All humans possess implicit bias. Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Rather, implicit biases are not accessible through introspection.

The implicit associations we harbor in our subconscious cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance. These associations develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages. In addition to early life experiences, the media and news programming are often-cited origins of implicit associations.

QUESTION:

What are the beginning salaries for beginning officers and in other cities?

CITY OF GRAND RAPIDS RESPONSE:

Grand Rapids Police Officer Salary: \$40,232 (Recruit Step) up to \$66,504 (Senior Officer Pay after 10 years)

- Numerous overtime opportunities
- Defined Benefit Pension Plan (2.0 multiplier with option of purchasing up to 2.8)
- Educational Reimbursement (\$1000 for BS/BA in CJ, \$800 for BS/BA in any other subject, \$500 for Associates)
- Vacation Time (80 hours each year for first 4 years and 8 additional hours accrued each year thereafter)
- All equipment is provided (except boots and flashlight)
- Numerous trainings throughout the year (firearms, subject control, first aid/CPR...etc...)

- Several different specialty units (Special Response Team, K9, Investigations, Training Unit...etc...)

For a listing of average salaries in various Michigan cities visit:

<https://www.indeed.com/salaries/Police-Officer-Salaries,-Michigan>

QUESTION:

Are there any statistics if young people have been hired from youth police explorers?

CITY OF GRAND RAPIDS RESPONSE:

Chief Rahinsky established the GRPD Explorer Post shortly after becoming Chief of Police. The post is still very “new.” We have hired several former explorers as Police Interns and we believe we will have our first Police Recruit applicant in the next year who is currently a Police Intern and was an Explorer prior to that. Not enough time has passed for explorers to “age up” and gain the necessary education requirements to be considered a candidate for Police Officer in large numbers at this time.

QUESTION:

What role, if any, does the Police Officers Association/Union play in recruitment and hiring of Police?

CITY OF GRAND RAPIDS RESPONSE:

Other than individual members of the department acting as “informal recruiters” and the fact that they are Association/Union members, there is no formal involvement.

QUESTION:

Are there any private schools or charters in the formal partnership?

CITY OF GRAND RAPIDS RESPONSE:

Presently, the City partners with the Grand Rapids Public Schools. The City is interested in partnering with any organization to help further the City’s *Grow Our Own* program to hire residents to serve.

LISTENING SESSIONS PROMOTION

QUESTIONS:

What was done to get the community out to these meetings?

What about other methods of advertising?

CITY OF GRAND RAPIDS RESPONSE:

The Community Listening Sessions meetings were promoted to neighborhood associations and their membership, through print media, broadcast television stations, radio stations, through social media (City's Facebook and Twitter accounts), through the City's Website (grcity.us).

In addition to that coverage, City Commissioners and the police chief appeared live on all local television programs, La Mejor's Platica con la Ciudad radio and television program, Wood Radio's West Michigan's Morning News, Robert Womack's Radio Program and Tyrone Bynum's Radio Program, to mention a few.

POLICE OFFICER TRAINING

QUESTIONS:

More clarification on the Memphis model—good direction.

What is the Memphis Model?

Explain the Memphis Model more and its elements.

CITY OF GRAND RAPIDS RESPONSE:

The "Memphis Model" is a partnership between law enforcement and mental health consumers and family members. The Memphis Police Department partnered with University Partners to train Officers, who volunteered, to become part of a specialized unit of Crisis Intervention Officers. The Memphis Police Department trained enough Officers to deploy them across all precincts and shifts so that calls involving someone experiencing a mental health crisis would ideally be responded to by a Crisis Intervention Officer. Memphis PD indicates that this program (started in 1988) has reduced the number of arrests, use of force, and consumption of Police resources by persons experiencing a mental health crisis.

QUESTION:

Greater empathy needed -- how do we elevate the humanity of residents and officers?

CITY OF GRAND RAPIDS RESPONSE:

The goal of the City's work is to improve the relationship between the community and the police department, through empathetic understanding of the role of police officers and the rights and needs of residents.

QUESTIONS:

Is there a possibility to make the training more open to the public?

Can the residents be a part of the training?

Can residents participate in the training?

Can citizens be present for trainings, just to observe?

CITY OF GRAND RAPIDS RESPONSE:

The Grand Rapids Police Department routinely conducts its Citizen's Police Academy and Youth Police Academy. Both serve to demonstrate and expose the attendees to the training and practices of the Grand Rapids Police Department. The department is evaluating how to deliver educational opportunities to the public in a shorter time frame than what the CPA and YPA require.

QUESTIONS:

Who are the trainers and what are their credentials?

Who provides the training?

CITY OF GRAND RAPIDS RESPONSE:

The GRPD training cadre consists of 50 certified instructors. These instructors are certified in firearms, subject control, electronic control devices (Taser), CPR/first aid, emergency vehicle operations, ethics, mental health awareness, de-escalation and several other certifications. These instructors have been certified by nationally recognized vendors such as: Pressure Point Control Tactics Management Systems (PPCT), Michigan State Police (MSP) Firearms Instructor course, MSP Precision Driving Instructor Course, Center Mass Firearms/Patrol Rifle Instructor Course, DefTec Less Lethal and Chemical Munitions Instructor Course, Mental Health First Aid USA, MACNLOW New Supervisor Course, Group Crisis Intervention Training, Individual Crisis Intervention and Peer Support, Managing School Crises: From Theory to Application, Field Training and Associates FTO Course, The Center for American and International Law Ethics Train the Trainer Course, Singleton

International Instructor Course, FBI Ordinance School/Hazardous Devices Division, CTS Flash Noise Device Instructor Course, L.O.C.K.U.P Police Deadly Force Encounter Course, NTOA Patrol Response to Active Shooter Instructor School, Simunition Supervisor Training and Safety Course, Reid and Associates Interviewing and Interrogation Course, Safariland Crowd Control Train the Trainer Course, and H&K Firearms Instructor Course. This list is not all inclusive, and is only a sample of GRPD instructor certifications to provide a basis for the level of ongoing and additional training our certified GRPD instructors possess. In addition to our certified instructors, there are numerous other members of the GRPD who have become subject matter experts (SME) in various disciplines due to their assignments (traffic laws, domestic assault, report writing, mental health awareness/education, body worn cameras, etc.) The SME's have received extensive training and have the experience to justify their expertise in their assigned area of knowledge and are utilized to instruct department personnel in those areas.

QUESTIONS:

What does the training entail?

What does the training involve?

CITY OF GRAND RAPIDS RESPONSE:

The GRPD Training Bureau documented over 24,000 hours of training for department personnel in 2016. This training included Subject Control, Implicit Bias Training, Body Worn Camera Training, Legal update Training, Autism Awareness Training, NARCAN Training, Patrol Rifle Training, Taser Training, MOP update training, bi-annual firearms training, First Aid/CPR training, LEIN certification training, HAZMAT and Explosive Device Training, Blood Born Pathogen training, Sergeant Training, and Field Force training. These mandatory training topics were administered by GRPD certified trainers and do not include training courses that took place away from the police department. GRPD personnel also attended 218 additional nationally recognized training courses and/or seminars. These hours do not encompass training that is specific to a specialized unit (FST, SRT, Traffic Unit, etc.).

QUESTION:

What are the elements of police officer training?

CITY OF GRAND RAPIDS RESPONSE:

All GRPD training includes an outline that specifically identifies the topics, goals and objective of the training. All GRPD training is realistic relevant training with a specific focus on being scenario based, which integrates policy and procedure, legal, ethical and tactical decision making. As an example, all Subject Control Training reviews the above areas and ensures each are being completed during every drill/scenario.

QUESTION:

How do we train a learned/cultural behavior (overcome the blue code)?

CITY OF GRAND RAPIDS RESPONSE:

The GRPD is a quasi-military organization that utilizes a top down management formula, so any mission and/or goals set by and for the department are administered and modeled from the command staff to the officer ranks. Further, we do not support the idea that there is a blue code at the GRPD, because from the instant officers are hired, they are taught to hold each other accountable for all policies, procedures, trainings and behavior (on and off duty). They are trained to notify their supervisor of any violation of the areas. To show this expectation is being met, the GRPD has terminated more personnel based on internally generated complaints than any other type. Further, supervisors maintain a daily oversight of all personnel and review all use of force, pursuit and critical incident responses to ensure there are no violations during these incidents. Lastly, all personnel are aware of how to forward or direct citizens to the GRPD Internal Affairs Unit and that unit also has a Civilian Appeals Board that can review their findings (when CAB eligible).

QUESTION:

Can community members approve the training companies?

CITY OF GRAND RAPIDS RESPONSE:

All external GRPD training is reviewed by personnel outside the GRPD for final approvals. As shown above, the GRPD is continually training and the logistics of citizen approval of trainings that most often have registration deadlines would be extremely problematic and it would be nearly impossible to achieve and get personnel registered for the training.

QUESTION:

How are the police officer trainings measured and evaluated?

CITY OF GRAND RAPIDS RESPONSE:

All GRPD training is evaluated based on the individual officer's performance relative to the specific training objectives that were explained above. The performance is measured by written tests, performance in scenarios, drills designed to measure knowledge and ability in specific core critical skills and/or specified standards that are set based on national best practices or MCOLES requirements.

QUESTION:

How is the training working in the field?

CITY OF GRAND RAPIDS RESPONSE:

There have been numerous entities who have reviewed the GRPD and a portion of that review has always focused on the training that is provide to GRPD personnel. Each review has resulted in the training being identified as exceeding national standards.

QUESTIONS:

How is the training evaluated and measured for effectiveness?

What are the merits or elements within the training?

What are the evaluation measures of the training?

CITY OF GRAND RAPIDS RESPONSE:

All training is continually evaluated and assessed between personnel assigned to the Training Bureau, Internal Affairs, Command Staff, the GR City Attorney's Officer and first line supervisors. All incidents that result in the use of force or vehicle pursuits are mandatorily reviewed by the above entities to ensure there are no policy, legal or training violations. If there are violations disciplinary action and/or supplemental training is scheduled and completed to ensure the individual who is involved in the incident is capable of properly performing the task in the future and is clear on the policy and training expectations. Further, supervisors and command staff randomly review video of the personnel assigned to them to ensure compliance with all policies and training.

QUESTIONS:

Are there training results from each training class?

What are the outcome measurements?

CITY OF GRAND RAPIDS RESPONSE:

The standards of training are outlined in several previous questions. The results of each training are documented by the training cadre for each individual officer in the formats that have previously been discussed. Further, officers complete a critique for each individual block of training and sign to ensure they can proficiently perform tasks outlined in the objects as trained.

QUESTIONS:

Are officers trained to deal with people with multiple traumas?

Are officers trained/educated in behavior induced by trauma (not necessarily the same thing as de-escalation)?

CITY OF GRAND RAPIDS RESPONSE:

GRPD personnel are trained to identify and reasonably respond to medical, mental health, people under the influence of drugs and alcohol, highly stressed individuals and individuals who are experiencing excited delirium. In addition to the training all personnel receive, there are multiple different secondary groups of officers, sergeants, and command staff who have additional training in the areas of crisis negotiation, Peer Support, traumatic grief, PTSD, mental health first aid, and several other disciplines to ensure the highest quality service to all individual regardless of the health status.

QUESTION:

Can community leaders be trained in various policies and procedures?

CITY OF GRAND RAPIDS RESPONSE:

The GRPD has hosted a Civilians Police Academy (CPA), a Youth Police Academy (YPA), an explorers program, and the GRPD volunteer program for numerous years. Each of these entities receive insight into policies and training. Further, the Training Bureau has hosted trainings for numerous different community stakeholders to include but not be limited to: City Commissioners, CAB members, Chief's Advisory committee and individuals who have shown an interest in attending a training session, but could not attend one of the above longer-term training opportunities.

QUESTION:

How are racial equity goals translated into implicit bias training?

CITY OF GRAND RAPIDS RESPONSE:

The implicit bias trainings that GRPD personnel have received to date have been administered by outside vendors. The training they administer align with the racial equity goals of the City.

QUESTION:

What is the evaluation and/or follow up from bias training conducted so far?

CITY OF GRAND RAPIDS RESPONSE:

This training expanded on previous trainings that GRPD personnel had received. Further, the training has prompted a new impartial policing policy, is part of our in-house training for new recruits, our scenario training, firearms training, subject control training and decision making.

IMPLICIT BIAS

QUESTIONS:

Is there ongoing training that addresses diversity and inclusion?

What are the consequences of officers showing implicit bias?

Professional development -- what credentials do officers receive once they complete implicit bias training? How is learning measured to ensure implementation?

Is Implicit Bias training required of all officers?

CITY OF GRAND RAPIDS RESPONSE:

Yes, the entire department has undergone bias free policing and implicit bias training. These trainings are ongoing and will be repeated. The members of the Grand Rapids Police Department are held to very high standards and any allegation of biased behavior is investigated thoroughly and seriously. Any member of the department found to be in violation of the Police Manual of Conduct, City Rules & Regulations, or Rule of Law is subject to disciplinary action which would follow the guidelines set forth by the City Rules & Regulations, Police Manual of Conduct and any applicable bargaining unit contracts.

QUESTIONS:

What is implicit bias? How does the City define it?

What is implicit bias training (simply described)?

CITY OF GRAND RAPIDS RESPONSE:

All humans possess implicit bias. Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Rather, implicit biases are not accessible through introspection.

The implicit associations we harbor in our subconscious cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance. These associations develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages. In addition to early life experiences, the media and news programming are often-cited origins of implicit associations.

POLICE OFFICER ACCOUNTABILITY

QUESTIONS:

Given the traffic study, what will accountability look like for officers?

What are the consequences of officers who show bias?

CITY OF GRAND RAPIDS RESPONSE:

The Police Department uses an early warning system—Internal Affairs Pro, to track police officers to alert the department when to provide needed support and training.

QUESTION:

Who is on civilian appeals board, they should review officer involved shooting?

CITY OF GRAND RAPIDS RESPONSE:

Current Civilian Appeals Board members & term end:

Maria Moreno Coms. O'Connor's Seat 5/7/2018	Huemartin Robinson Mayor Bliss' Seat 5/7/2018	Donna Chivis Coms. Lenear's Seat 5/7/2018
Curtis Orsinger Coms. Shaffer's Seat 5/7/2018	John Rothwell Coms. Kelly's Seat 5/7/2018	John Van Tholen Mayor Bliss' Seat 5/7/2018
Debora Vazquez Mayor Bliss' Seat 5/7/2018	George Storms Coms. Allen's Seat 5/7/2018	Bryan Blakely Coms. Jones' Seat 5/7/2018

BODY CAMERAS AND OPERATIONAL PROTOCOLS

QUESTIONS:

Do we have any ongoing metrics that are being measured?

How is GRPD measuring the effectiveness of body camera usage?

Have the body cameras made a difference?

What outcomes/metrics are GRPD looking to achieve using the body cameras?

What types of measurements/evaluations/assessments are in place and are they working?

What are the outcomes have they impacted what are the measurements?

What are they learning from video?

What are the policies and procedures for usage?

Protocol for release/usage of videos/footage.

Who stores, collect, and review?

Do "they" PD turn them off? Can they be turned off?

What are bodycam triggers?

How long is footage stored?

How long does it (footage) last?

How long does it last before it's deleted?

Does officer control body camera?

Policy on duty can officer delete footage?

When is footage deleted?

How and by whom is the data being managed and stored?

When video footage is released -- video and audio?

How to obtain videos to use in court?

Who owns the footage?

Manufacturer/Specs on how cameras work?

Are they connected to a larger online system can they be hacked & duplicate copies stored?

How does recording compromise the safety of the officer [to leave cameras on] (regarding the update provided by the City)?

Can any of the videos be FOIA'd?

How long does it take to get FOIA'd videos?

Why does FOIA requests not apply to body camera footage?

What level of transparency is there to video being released?

Can people record to provide evidence?

Can they record police?

Can you record in your car? Home?

How easy is it to access video/audio footage?

What steps are taken to edit videos?

Who controls footage and how it is edited?

Why does GRPD manage the body camera data? Should it be an independent contractor?

What are legal procedures for viewing footage? (Is a lawyer present?)

Policies need to be re-evaluated of body cameras to serve the interests of community.

Can they be used in training new and current police officers?

Are minors able to be filmed?

When is the trigger activated?

What happens to the video?

Is everyone aware if the body camera is on and can residents request they not be recorded?

Why will the footage be available to the public?

How long will it take the police to release to the public?

CITY OF GRAND RAPIDS RESPONSE:

Since deployment of at least one Body Worn Camera (BWC) to every sworn member of the GRPD, they have become an invaluable tool in capturing evidence of unlawful behavior of

criminals in the community and an invaluable tool in evaluating an Officer's performance and providing clear evidence of what occurred in a citizen encounter when a complaint has been filed.

The GRPD uses BWC video events (along with ICV events) as training tools to provide better training to the members of the GRPD.

The Video Audio Recording Device Police of the GRPD 8-12 is detailed following this response. Please review it for answers to many of the above questions.

The basic work flow of the BWC is the Officer activates their camera(s) for any duty related official contacts with the public (responding to calls, making pedestrian/traffic stops, etc. Not when purchasing a cup of coffee). The Officer has the ability to stop the recording consistent with the policy. At the end of their shift the camera is docked in a "bay" where the BWC is re-charged and the video is uploaded to the vendor provided, Axon, Inc., cloud storage solution.

The BWC can be triggered manually or when within a short distance of a Police vehicle anytime the ICV system is activated. The ICV is automatically triggered when lights/siren are activated, the vehicle is involved in a crash, speed over 80 mph, deployment of a long gun, rear doors opened, and manually. The GRPD deployed the systems this way to capture as much video as possible in the "real world" when situations present themselves dynamically and an Officer's first priority cannot be turning on the camera (spontaneously confronting a hazardous situation for example).

Only one person can "delete" video and that is the Records Unit Commander of the GRPD who is the overall system administrator of the BWC and ICV system.

Officers can only view their own videos and supervisors and investigators can view all video (for investigatory and supervisory purposes).

Axon's back end cloud storage solution (evidence.com) has robust security and an extremely detailed audit trail for every recorded event.

BWC and ICV recorded events are retained for different periods of time based on the category of the video (traffic stop, call for service, arrest, etc.). The retention policy was developed based on retaining the video for criminal justice purposes (adjudication). Video is only retained as long as necessary for criminal justice purposes and as dictated by the State of Michigan for the retention of public records.

The original BWC video and ICV recorded events are never “edited”. If, for the purposes of production consistent with the Laws of the State of Michigan and the United States, video must be redacted than a copy is clipped, blurred, or audio muted for those portions of the recorded event so that it can lawfully be released.

BWC and ICV recorded events are released under FOIA, subpoena, and provided to the Kent County Prosecutor’s Office, the GR City Attorney’s Office, and other law enforcement agencies as necessary for the prosecution of crimes.

Beginning in January 2018 a new law will take affect that shields law enforcement video recorded in private space from release to the public. Law enforcement video will only be released to involved parties or agents of involved parties of the recorded event. In other words, law enforcement video will no longer be considered a public record for the purposes of the Michigan Freedom of Information Act if it was recorded in private space.

Video Audio Recording Devices 8-12.1

Grand Rapids Police – Manual of Procedures 12/17/2015

A. PURPOSE. To establish procedures for the use of Video Audio Recording Devices (VARD) and provide guidance for the users in the use of the Digital In-Car Video System (DICV) and Body Worn Cameras (BWC) which will be used concurrently and which together shall be referred to as VARD.

B. GOALS. Use of VARD will enhance Police professionalism during citizen contacts, provides transparency and will enrich the public's trust. They are an effective means of protecting the Department and its employees from potential liability by recording events as they transpire. The systems will enhance the efficiency and effectiveness of the Department and its officers and is intended to:

1. Support the Department's investigative efforts
2. Assist in the collection of evidence and for prosecutorial purposes
3. Enhance officer and citizen safety
4. Increase opportunities as Police training aids
5. Facilitate the investigation of citizen complaints
6. Protect officers from false claims of misconduct

C. OPERATION OF DIGITAL IN-CAR VIDEO (DICV) SYSTEM AND THE BODY WORN CAMERAS (BWC)

1. Personnel must complete department approved training in the use of Video Audio Recording Devices (VARD) prior to being authorized to operate the equipment.
2. VARD trained personnel shall use the equipment during their tour of duty as outlined in training and this procedure.
3. VARD provides additional documentation of police/public encounters.
 - a. Video cannot always show the full story nor does it capture the entire scene.
 - b. Use of the cameras does not reduce the requirement to provide thorough written documentation.
 - c. VARD cannot accurately represent physiological and psychological phenomenon that officers experience under stress; so, it is critical this is articulated in the written documentation.
 - d. Officers' perception and independent recollection as the time of the decision is critical.
4. Officer and citizen safety take precedence in activating VARD.

5. BWC shall be worn above the midline of the officers' torso, on the outermost garment, and in a position designed to produce an effective recording.

6. The VARD will have system triggers that activate automatically. Systems can also be activated by pressing record on the video camera/display screen or remote using auto transmitters.

D. SPECIFIC RESPONSIBILITIES

1. Operator Responsibilities

- a. Prior to testing the VARD system and beginning patrol, the operator shall log on as trained.
- b. At the beginning and end of their shift and prior to logging off, officers shall test the VARD Systems for proper operation.
- c. Testing shall include activating the VARD Systems and documenting the test as outlined in training
- d. The VARD System shall be tested and signed off as outlined in training.
- e. Any malfunctioning DICV shall be written up for repair utilizing the computer in the Motor Pool. Operators shall also make a note on their daily activity log as to the suspected problem with the DICV and promptly notify their supervisor. The equipment shall be made available for repair as outlined in training.
- f. Any malfunctioning BWC shall be submitted to the Property Management Unit. A replacement/spare is to be checked out in the Watch Commander's Office.
- g. The VARD shall not be used for personal entertainment or for any activity that will distract the officer from his or her duty.
- h. Two-person patrol units shall wear and activate all assigned VARD equipment as outlined in training and this procedure. This includes the second remote audio transmitter utilizing a second channel.

2. Supervisor Responsibilities

- a. Supervisors shall monitor the use of VARD equipment for compliance with Departmental policy.
- b. Supervisors trained in the operation of the VARD equipment are responsible for the operating procedures outlined below.
- c. Supervisors may approve deviations from this procedure in exceptional circumstances.
- d. Supervisors shall review all available VARD recordings prior to writing their follow-up reports on pursuits, use of force incidents, and officer-involved car crashes.

E. OPERATING PROCEDURES

1. Body Worn Cameras shall be worn by:

- a. Personnel assigned to patrol duties including Community Policing Specialists and Special Response Team.
- b. Non-patrol uniformed personnel when leaving police headquarters.

- c. Plainclothes personnel when leaving police headquarters to take enforcement action, i.e. make an arrest, contact a suspect, search warrant, etc.
- d. Uniformed personnel assigned to work a special event or similar assignment.
- e. Personnel assigned to undercover roles at the direction of the appropriate supervisor.
- f. Any personnel when so directed by a supervisor.

2. Personnel shall activate VARD during contact with the public in order to accomplish the goals of this procedure as outlined in Section B.1-6. This includes but is not limited to, arrest situations, calls for service, field interrogations, vehicle stops, prisoner transports, investigative activity, large public assemblies, or any other duty related official contacts with the public.

3. Personnel shall utilize VARD on any calls involving the use of emergency lights such as emergency responses or vehicular pursuits for the duration of the contact as outlined.

4. The VARD, when activated, shall not be deactivated until the operator has disengaged contact with a witness, complainant, victim, or suspect with the following exceptions:

- a. Approved by a supervisor
- b. If recording an event will compromise the safety of a civilian or an officer or if an officer is interacting with a member of the public or another officer in a matter of an exceedingly sensitive or private nature or place. This is not limited to but includes the following examples:
 - (1) An informant providing the intelligence of criminal activity.
 - (2) Encounters with Undercover Officers.
 - (3) Death notifications.
 - (4) An interview with a CSC victim.
 - (5) Strategic Tactical Planning.
 - (6) Pre-event briefing or post event debriefings.
 - (7) Locker rooms and Bathrooms.
 - (8) Privileged conversations; counsel, clergy, etc.
 - (9) Court.

5. If an operator reasonably believes that the noise and/or light emitted by the camera will place him/her in danger, he/she may choose to not activate the camera or to deactivate the camera.

6. A higher level of discipline shall be utilized when recording in medical or mental health facilities due to the sensitive environment and legal ramifications as outlined in training.

7. During a vehicle stop or other incident, the VARD may be deactivated during contact with other officers and supervisors.

8. Personnel are encouraged to narrate an incident while preparing for a traffic stop or contact. The intent of the narration is to assist in necessary written documentation and to provide an explanation of recorded events.

9. During the initial contact, personnel are not required to inform persons that video recording is in use. However, if asked if recording equipment is in use, officers shall not conceal the fact that the incident is being recorded.

10. The microphone shall not be activated while at the Police Headquarters (except during times of enforcement or investigative activity per section E.1.), during private conversations, lunch or rest breaks, or court appearances.

11. Officers and Supervisors may use VARD to review incidents prior to and during the writing of reports. The VARD may aid personnel if they were unable to observe all of a suspect's actions and statements.

- a. Personnel should also be aware that upon entering the motor pool, the wireless computer server will begin automatically uploading all recorded video from the DICV system. Once this video is uploaded into the server, the video cannot be viewed in the vehicle and must be viewed at a work station at headquarters.
- b. The Body-worn cameras will be uploaded in approved docking stations.

12. After an event is recorded, officers shall properly categorize the event as trained.

13. After an event is categorized, the operator shall note that the event was recorded in the body of the incident report as well as the category under which the incident was tagged (i.e. "The event was recorded on my in-car video system under the heading of 'evidence.'"). *Video*

- a. If an event is incorrectly categorized, this should likewise be noted and change the category as outlined in training.
- b. If an event is not recorded as required under Section E (Operating Procedures,) the operator shall note in the report or citation why the recording did not take place.

14. The DICV has a 90 second pre-event record function that provides video only. The BWC has a 30 second pre-event record function that provides video only.

F. VARD MAINTENANCE AND STORAGE

1. The Support Services Division will be responsible for the maintenance and storage of all recorded data and related equipment.

2. Personnel shall use only Department-issued VARD equipment to record incidents.

3. At the end of their tour of duty, personnel shall log off of their VARD to ensure recorded videos are properly stored and uploaded as outlined in training.

4. Personnel who wish to use recordings for informal hearings are responsible for retrieving the digital evidence as outlined in training.

5. All VARD recordings are to remain in their original state and shall be the sole property of the Grand Rapids Police Department. Video recordings are intended for official Department use only.

6. Any public requests for deletion of VARD recordings (such as events of privileged or personal recordings) must be submitted in writing to the City of Grand Rapids Law Department.

7. Removal, duplication, release, alteration, erasure, or other use of Department digital video recordings except as permitted by Department policy without authorization of the Chief of Police or designee is prohibited.

8. All recordings of the VARD will be treated as official reports of the Department. Any theft, intentional misplacement, alteration, sabotages, or editing of any recording without the consent of the Chief of Police or designee is equivalent to falsifying a police report or tampering with evidence.

9. In the event of problems with VARD upload, download or significant circumstances the Watch Commander shall be notified and follow the established training protocols.

G. DIGITAL RECORD RETENTION.

The Records Custodian of the Support Services Division shall maintain a written schedule for the retention of digital video records. The retention schedule (as outlined in MOP 11-8), along with any subsequent changes or amendments, must be approved by the Chief of Police.

H. ADMINISTRATIVE REVIEW

1. The Department recognizes that officers oftentimes become engaged in dynamic situations in which it may not be practical to activate the VARD, i.e., spontaneous foot chases, unexpected altercations, etc. However, Officers shall make every attempt to comply with this procedure without compromising their safety or that of others.

a. Persons reviewing recordings must be cautious before conclusions are reached about what the video shows. The standard used should be “objectively reasonable” based on the totality of the circumstances.

b. When evaluating the unique perspective of VARD, one must consider:

- (1) The camera does not follow the operator's eyes
- (2) Some danger cues cannot be recorded
- (3) The officers level of experience and history
- (4) Camera speed and human reaction time differ significantly
- (5) Camera recordings are only 2 dimensional
- (6) Extended hands and arms may block views at critical times
- (7) Cameras do not utilize human senses
- (8) Cameras cannot record perceptual distortion and/or other normal reactions to stress

c. The review must consider witness testimony, forensics, officer statements and all facets of the investigation.

2. Recordings may be reviewed by Supervisors or Unit Commanders at their discretion in support of the goals of this procedure.

3. Officers are encouraged to notify the Training Bureau of recordings that may contain material suitable for training purposes. The Training Bureau may not use any recording or portion of a recording without the approval of the recorded officer or officers.

I. PROCEDURE APPLICATION.

This procedure is not intended to enlarge the employees or employers civil liability in any way. It shall not be construed as a creation of a higher standard of safety or care in any evidentiary sense with respect to third party claims insofar as the employers or employees legal duty imposed by law.

TRAFFIC STOP STUDY

QUESTIONS:

Why has the City been silent in response to the critique and secondary study presented by former Chief Harry Dolan's group? How will the City address the 'discredit' presented by this secondary study?

What is the City's response to the critique by Harry Dolan's group [in reference to the Traffic Study]?

Why didn't the City address or challenge the police union after they rejected/disowned/and countered the traffic study?

Where did the Dolan group "counter study" come from? Why did it get so much traction from LEO's and police unions? What is the City doing about it?

Traction Dolan study got in media. (where did originate from and funded by?)

CITY OF GRAND RAPIDS RESPONSE:

Since the release of the Traffic Stop Data Analysis Report by Lamberth Consulting, community members have shared their thoughts, concerns and suggestions for improving police services during meetings throughout our city, at City Commission meetings and at other community gatherings.

Authentic community engagement from all shareholders is incredibly valuable as we work together to create an inclusive city for everyone. Our police officers are part of this narrative and must be included in ongoing discussions.

Richard Johnson's critique of the study has raised some questions, but regardless of the initial report or the criticism, steps are being implemented to improve Grand Rapids Police

Department training and review policy. These actions are making us a better department and a better city.

We do not judge our officers' professionalism or dedication to this community. We support the men and women of the Grand Rapids Police Department. They do a sometimes-impossible job that every citizen values. We do, however, see these results as a chance to improve.

The Traffic Stop Study gives us the important data we need to refine our services. The report also provides a path forward through a series of recommendations. Along with other recommendations from the SAFE Report and the 12 Point Plan to Strengthen Community and Police Relations, the City is committed to moving forward. The City Commission will discuss some of these recommendations tomorrow.

We remain committed to our continued focus on improving community and police relations, which requires listening, developing relationships and building trust between the police department and the community.

Racial equity is an urgent issue and a top priority for our city. This report affirms the important work we are doing within city government and in the community to eliminate racial disparities and create better outcomes for everyone. Working together as a community, we can – and will – create long-term systemic change.

POLICE OFFICERS LIVING IN THE CITY

QUESTIONS:

Why can't Officers live in the zip code they work in?

Is there a requirement that GRPD officers live within the GR city limits?

CITY OF GRAND RAPIDS RESPONSE:

State Law prohibits local governments (cities, counties, villages, townships, etc.) from having a residency requirement to get a job. This means that the city cannot mandate that any city employee live in the city. However, public safety jobs (like police) can, by state law, be required to live in a surrounding contiguous county to the City of Grand Rapids so the emergency

services can be more readily available. Contiguous means that the place touches the borders of the City of Grand Rapids.

QUESTION:

Do the officers truly understand the city neighborhoods?

CITY OF GRAND RAPIDS RESPONSE:

Grand Rapids Police Officers receive a great deal of training during employment that includes community engagement.

QUESTION:

How many GRPD officers actually live in GR?

CITY OF GRAND RAPIDS RESPONSE:

While State Law prohibits local governments (cities, counties, villages, townships, etc.) from mandating that any city employee live in the city, 42 sworn Police officers do live in the City of Grand Rapids.

\$1 MILLION BUDGET EARMARK

QUESTION:

How will the \$1 Million dollars slated for allocation by the City Commission be spent?

Will community be involved in the research and implementation process?

How will the \$ 1 Million dollars slated for allocation by the City Commission be spent?

Will community be involved in the research and implementation process?

CITY OF GRAND RAPIDS RESPONSE:

Since it ear-marked \$1 Million dollars to improve police and community relations, the City Commission has not yet discussed the allocation of the funds. The Commission will review at data collected from recent community meetings and seek input from residents at upcoming City Commission meetings and additional community engagement meetings.

POLICY AND PROCEDURE REVIEW TASK FORCE

QUESTION:

How much power do police unions have in changing policies and procedures?

CITY OF GRAND RAPIDS RESPONSE:

Under state law, public employees, like police officers, have the right to form a labor union. A public employer, like the City of Grand Rapids, is required to “bargain collectively” with the union representing its employees—that is, to meet with union representatives at reasonable times and confer in good faith--about rates of pay, wages, hours, and other conditions of employment. There are eight collective bargaining agreements in place between the City and labor unions, which are available on the City’s website. <http://www.grcity.us/human-resources/Pages/Labor-Relations.aspx>

QUESTION:

Please provide clear information on the community Task Force opportunities available to civilians and step-by-step information on how to apply.

CITY OF GRAND RAPIDS RESPONSE:

Each Commissioner recommended a person from each of their perspective wards to the Mayor for appointment resulting in two from each ward, as well as an at-large member of the community for a total of seven civilians serving on the Police Policy and Procedure Review Task Force.

QUESTIONS:

What is the application process?

How are residents selected to be on the Task Force?

Is there a preference from where applicants are pulled from?’

How are residents nominated for committees and can the community vote on who’s nominated?

Can residents vote on the nominees for the Task Force?

CITY OF GRAND RAPIDS RESPONSE:

Each Commissioner recommended a person from each of their perspective wards to the Mayor for appointment resulting in two from each ward, as well as an at-large member of the community, for a total of seven civilians serving on the Police Policy and Procedure Review Task Force.

QUESTIONS:

Are the meetings of the Task Force open to the public?

Are the meetings of the Task Force going to be open to the public?

Are committee meetings open to the public?

CITY OF GRAND RAPIDS RESPONSE:

The Task Force will host quarterly meetings that will be open to the public.

QUESTION:

Can leaders be trained in various policies and procedures?

CITY OF GRAND RAPIDS RESPONSE:

21st Century Policing Solutions LLC, policing experts engaged by the City, will facilitate the review process.

QUESTIONS:

What and how are the policies and procedures chosen for review?

How are the policies and procedures chosen for review?

CITY OF GRAND RAPIDS RESPONSE:

21st Century Policing Solutions LLC will gather and evaluate information from all of the stakeholders to aid the Task Force in establishing the scope their review.

QUESTIONS:

Can individuals that are impacted be a part of the Task Force?

Will there be impacted community members (those that may have been through situations themselves) a part of this Task Force?

CITY OF GRAND RAPIDS RESPONSE:

The Task Force consists of a diverse body of stakeholders that include community and police participants.

QUESTIONS:

How much power do Police unions have in changing policies and procedures?

Where do citizens find the policies and procedures for the public to review?

How are citizens selected to be a part of the Task Force and for how long would they serve?

CITY OF GRAND RAPIDS RESPONSE:

Each Commissioner recommended a person from each of their perspective wards to the Mayor for appointment, plus an at-large community member, resulting in seven civilians serving on the Police Policy and Procedure Review Task Force. The work of the Task Force is estimated to be a twelve-month process.

QUESTION:

After review, how much can we actually change?

CITY OF GRAND RAPIDS RESPONSE:

The changes should be constructive and to the benefit of all the stakeholders, community, police, and the organization. The overall objective is to address actual or perceived disparities resulting from police policy and procedure to improve community-police relations in the City of Grand Rapids.

QUESTION:

What are the priorities of the policy review?

CITY OF GRAND RAPIDS RESPONSE:

- To assist GRPD in their efforts to engage in bias-free policing through review and update of policies and procedures, where applicable and bolster community-police relations.
- To address community concerns about racial bias and improve community-police relations.
- To produce concise documents to the City Commission, City Manager and GRPD Police Chief that measures GRPD efforts toward bias-free policing and community-police relations.
- To establish action items, the organization should undertake to assist the community, GRPD in achieving their objectives for bias-free policing and trust building between the community and the police.

QUESTIONS:

What is the composition of the “Task Force”? (i.e., residents) Are they being compensated for time? Is daycare, food other items provided to encourage resident engagement?

Are the policies designed around demographics?

Should a Task Force be comprised of only 6 people when the city has a population of 100,000+?

CITY OF GRAND RAPIDS RESPONSE:

The Task Force is made up of a diverse body of people both from the community and from the police department. Each of the six commissioners selected the community members so that each ward is represented. The commitment to the Task Force is one of public service and does not include monetary compensation. 21st Century Policing Solutions, the policing experts engaged by the City to facilitate this process, recommended that a smaller group would be more conducive and effective in completing this body of work.

QUESTION:

How often does the Task Force meet?

CITY OF GRAND RAPIDS RESPONSE:

The Task Force will meet monthly.

QUESTION:

How is the Task Force work going to be reported out?

CITY OF GRAND RAPIDS RESPONSE:

The Task Force will provide quarterly updates to all stakeholders. The Task Force will hold quarterly meetings that will be open to the public.

QUESTION:

Are the members of the Task Force paid? Childcare provided? Time of day adequate?

CITY OF GRAND RAPIDS RESPONSE:

The commitment to the Task Force is one of public service and does not include monetary compensation.

QUESTION:

How can we make sure police personnel file travels with them with each job placement?

CITY OF GRAND RAPIDS RESPONSE:

This would be an employment law issue that would require action on a state or national level.

QUESTION:

Does having 6 residents represent a community of 100,000 really adequate?

CITY OF GRAND RAPIDS RESPONSE:

21st Century Policing Solutions, the policing experts engaged by the City to facilitate the Task Force's work, recommended that a smaller group would be more conducive and effective in completing this body of work. The total size of the Task Force is fourteen with a technical and administrative support team to assist them.

QUESTION:

What are the goals, timelines, and objectives of review?

CITY OF GRAND RAPIDS RESPONSE:

- To assist GRPD in their efforts to engage in bias-free policing through review and update of policies and procedures, where applicable and bolster community-police relations.
- To address community concerns about racial bias and improve community-police relations.
- To produce concise documents to the City Commission, City Manager and GRPD Police Chief that measures GRPD efforts toward bias-free policing and community-police relations.
- To establish action items, the organization should undertake to assist the community GRPD in achieving their objectives for bias-free policing and trust building between the community and the police

Once 21st Century Policing Solutions LLC along with the Task Force establishes the scope of the review more specific goals, timelines, and objectives of review can be shared with all the stakeholders, community, police and the organization.

MISCELLANEOUS

QUESTION:

What is the Racial Equity Toolkit?

CITY OF GRAND RAPIDS RESPONSE:

Racial equity toolkits are designed to integrate explicit consideration of racial equity in decisions, including policies, practices, programs, and budgets. It is both a product and a process. Use of a racial equity tool can help to develop strategies and actions that reduce racial inequities and improve success for all groups. Too often, policies and programs are developed and implemented without thoughtful consideration of racial equity. When racial equity is not explicitly brought into operations and decision-making, racial inequities are likely to be perpetuated. Racial equity tools provide a structure for institutionalizing the consideration of racial equity.

QUESTION:

What would relationship-driven policing look and feel like in GR?

CITY OF GRAND RAPIDS RESPONSE

Relationship-based policing intends to build upon the positive step forward of community-based policing in three specific areas: (1) building relationships rather than mere partnerships, (2) working in collaboration with the community, and (3) creating an atmosphere of trust between the police and the diverse communities they serve.

Relationship-based policing is a transformative policing model wherein the police make a commitment to improve the overall well-being of their communities. This commitment is achieved by training officers to develop relationships with individual members in the community, in addition to maintaining relationships with the social, business, and other governmental institutions.

Relationship-based policing is the next step beyond community policing and is something that the GRPD is already working toward through its continued commitment to community policing. Relationship-based policing is the natural byproduct of constantly improving community policing.

QUESTION:

How might GRPD begin to incorporate restorative justice practices?

CITY OF GRAND RAPIDS RESPONSE:

Restorative justice is an approach to justice that personalizes the crime by having the victims and the offenders mediate a restitution agreement to the satisfaction of each, as well as involving the community. This is an approach to justice that would represent a shift in the criminal justice system far beyond the scope of the GRPD.

QUESTION:

Are City Commissioners qualified to make changes to national procedures or best practices?

CITY OF GRAND RAPIDS RESPONSE:

Grand Rapids voters adopted the Commission-Manager form of government in 1916. Since then, the political leadership of elected officials has been effectively combined with the managerial experience of a City Manager. Because the City Commission is a legislative body, its members are the community's policy-makers. The Manager is hired by the Commission to serve as the City's chief administrator.

The City Commission recently established a Police Policy and Procedure Review Task force to review police department policies and procedures to ensure they do not result in racial bias. This work was recommended by the SAFE report and recommended in the Lamberth Consulting Traffic-Stop Study Report.

The Task Force includes a diverse group of residents, two from each ward. It includes the police chief and police staff from every rank, including police officer, sergeant, detective, lieutenant, captain, and deputy chief. It also includes a Law Department attorney, presidents of the two unions representing the uniformed police employees, and an independent expert to assist the Task Force as they examine police department policies and procedures. The Task Force will make recommendations to the City Commission, which could give direction to the city manager for policy and procedure changes. The Task Force will review police department policies and procedures to identify and eliminate racial bias; and review staff rewards, recognition, and promotions to eliminate perpetuating racial bias.

QUESTIONS:

How does GRPD define “engagement”?

We need a definition of engagement and what that looks like in action. How does GRPD define engagement? Have they shared/vetted that definition in community?

CITY OF GRAND RAPIDS RESPONSE:

The Grand Rapids Police Department dedicated itself to the philosophy of community policing two decades ago. The GRPD remains committed to that engagement. Operational staff is deployed in a “Team Policing” model geographically across the City. This is a deployment model that expands considerably upon the philosophy of community policing. There are five geographic “Service Area” in the City each commanded by a Captain. Each Service Area has four teams of Officers that are assigned to each Area for at least six months at a time. Each team has a Sergeant assigned to it for supervision. This essentially creates a “Community Officer” in every beat in the City of Grand Rapids. Additionally, the GRPD has Community Policing Specialists whose primary duty are not responding to calls for service, but to work proactively in the community in a variety of ways to solve “problems” and engage those members of their assigned area much more directly.

Service Area Captains meet with neighborhood associations, business associations, and community groups on a routine basis along with their Community Policing Specialists. The Community Policing Specialists also do the same independently and with even smaller groups of community members. Coffee with a Captain is only one of many community engagement strategies the GPRD employs.

The Deputy Chiefs and Police Chief attend numerous meetings with members of the community to listen to concerns and provide information about the activities of the GPRD and how to create a safer community.

The GRPD uses Facebook, Twitter, the City’s website, word of mouth, press releases and public advertising to notify the community of the many different opportunities to attend GRPD hosted meetings. All are welcome to attend and participate.

There has not been a significant change in available resources for more engagement. More engagement would require additional staff at the GRPD. At this time, resources have not been allocated to allow for that. The GRPD and the City of Grand Rapids were forced to

reduce personnel across all City Departments during the recent economic recession and are committed to only deploying additional resources if they are sustainable. The City of Grand Rapids continually evaluates its economic health and its ability to provide any additional services to the community. Recently, the City of Grand Rapids committed to providing one million dollars in funding to work on improving Police Community Relations. The City is studying how best to use those monies at this time.

QUESTION:

Listening is one thing, responding is what matters -- how will City leaders and GRPD respond to the outcomes of these sessions?

CITY OF GRAND RAPIDS RESPONSE:

The City is committed to continuing dialog with residents following a robust, authentic communication plan that relies on the knowledge and indigenous wisdom of our community. We have issued this set of answers to questions posed at the Listening Sessions. We have also supplied answers to questions raised at a community meeting at LINC UP and at Traffic Stop Study Result community meetings.

We are exploring new ways and modes of communication, both content (i.e. detail, level, and style of writing) and delivery methods (meetings, town halls, redesigned website, and strategies) that emerge from new human centered design research).

The Grand Rapids City Commission acted this past spring to address residents' concerns and continue to build trust between the community and the police department. The Commission passed four resolutions that increase transparency and provide greater citizen oversight. The actions adopt many recommendations made in the Safe Alliances for Everyone (SAFE) report, the 12 Point Plan to Strengthen Community and Police Relations, and the Traffic Stop Study Report.

The City Commission's first resolution expanded the Public Safety Committee from three to nine members to maximize citizen input and involvement. Each City Commissioner will recommend one citizen from their respective wards, for a total of six City of Grand Rapids residents, to sit on the Public Safety Committee -- in addition to the three City Commission seats. Through resolution, the commission also voted to revise the Public Safety Committee's quarterly meeting schedule to a monthly schedule. The committee will meet in

2017 on Aug. 22, Sept. 26, Oct. 24, Nov. 28 and Dec. 19 at 11 a.m. in Conference Room 601 in City Hall (300 Monroe Ave. NW).

The City Commission unanimously approved a motion establishing a Police Policy and Procedure Review Task Force. The Task Force will review police department policies and procedures to ensure they do not result in racial bias. This work was recommended by the SAFE report and recommended in the Lamberth Consulting Traffic-Stop Study Report.

The City hopes to have "Know Your Rights" curriculum developed in the coming year. Once the training is established, the City, using the professional facilitator, will immediately conduct train the trainer sessions. These trainers will be equipped to provide the training within their respective organizations and in places like Parent University, Neighborhood Association meetings, and grassroots organization group meetings.