



Grand Rapids
Police Department

Public Safety
Improvements Since 2022

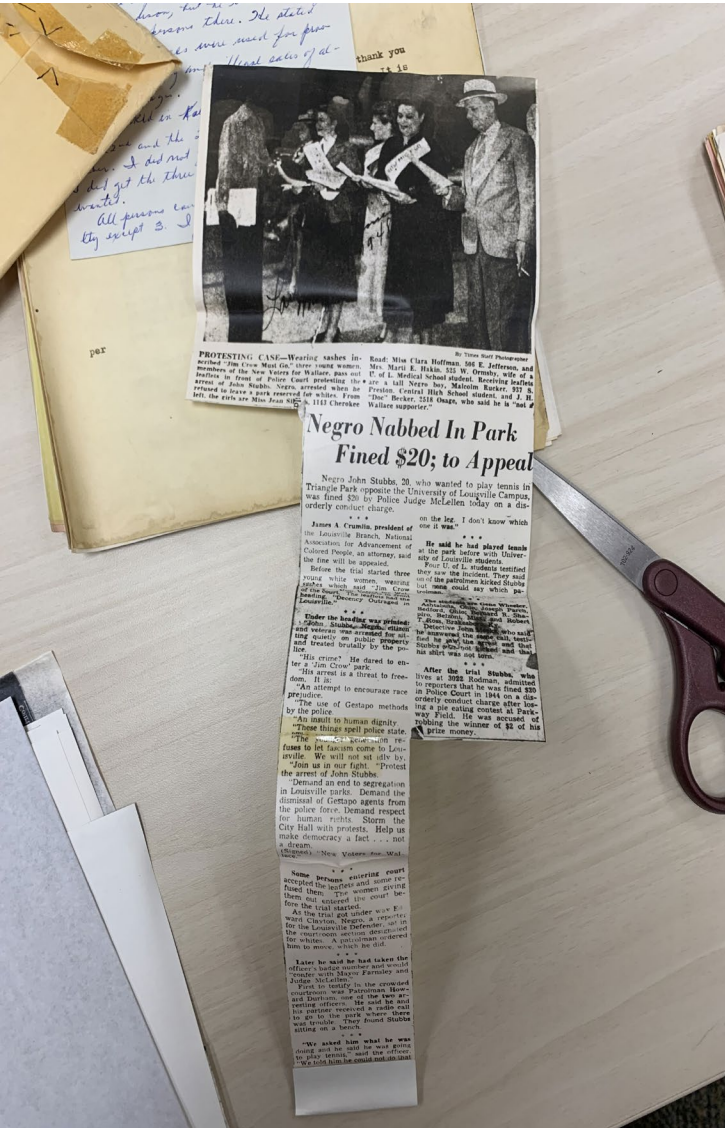
July 29, 2025

Be Present...

In the community, in the department,
for the easy conversations, and the
challenging ones.



History of policing: Both heroic and harmful



August 9, 1954

Police Department
Grand Rapids, Michigan
Attn: Dewey Weaver, Chief

Dear Sir:

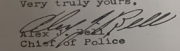
On behalf of the Police Department of the City of Muskegon Heights, I would like to thank you for your valuable assistance in locating to us Officer John R. Stubbs. This made it possible for us to completely investigate the liquor cases in this city.

I would also like to commend as well as compliment you on the appointment of Officer John R. Stubbs. An Officer of his caliber would be a credit to any department. The assistance he gave us in the cases was extremely valuable and the manner in which he cooperated to a very extent could not be surpassed.

Thank you again for your fine cooperation in permitting Officer Stubbs to work with this Department.

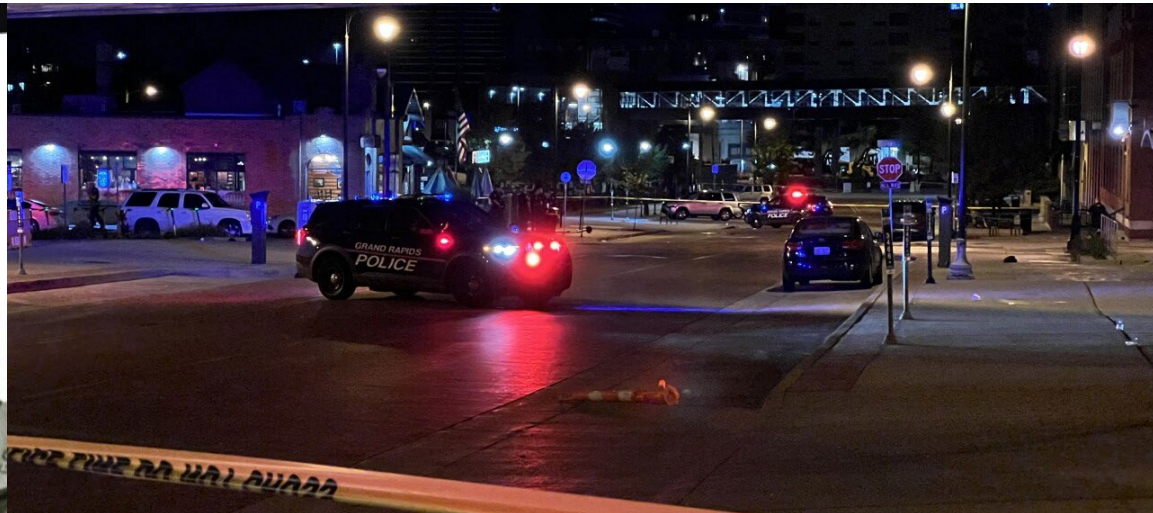
If there are any charges for services or expenses incurred we shall gladly pay them promptly.

As a token of our appreciation we will be pleased to return the favor.

Very truly yours,

 Chief of Police

cc: Capt. Walter Coe
 Officer John R. Stubbs

AJBrk





Transformation Timeline

2015

- JANUARY**
 - Community and Police Relations Committee's 12-Point Plan
- MARCH**
 - SAFE Anti-Violence Strategy Report and Recommendations
 - GRPD adjusts hiring practice and creates academy
- JUNE**
 - Policy requiring all police officer-involved shootings be referred to Michigan State Police

2016

- APRIL**
 - GRPD outfits all sworn officers with body-worn cameras
- JUNE**
 - All sworn officers receive cultural competence and implicit bias training



2017

- APRIL**
 - Lamberth Consulting, GRPD Traffic Stop Data Analysis
- JUNE**
 - Summary of Community Listening + Feedback Sessions, #GRTalksBack 2017
- OCTOBER**
 - COGR launches Task Force on Police Policies and Procedures
- NOVEMBER**
 - Implementation of the Impartial Policing Policy
- DECEMBER**
 - First SAFE Task Force Pitch and Highlight Night

2018

- JANUARY**
 - Chief of Police creates Youth Advisory Board
- MARCH**
 - GRPD implements Youth Interaction Policy
- JUNE**
 - First Speed of Trust session
- JULY**
 - GRPD unveils crime reduction initiatives
 - GRPD receives CALEA accreditation
- SEPTEMBER**
 - COGR Task Force on Police Policies and Procedures completes recommendations

- OCTOBER**
 - City Manager Mark Washington starts
 - GRPD shares Manual of Policy and Procedures online
 - Assessment of GRPD's Implementation of Recommendations from President's Task Force on 21st Century Policing (21CP)
- NOVEMBER**
 - Police present response to 21CP Recommendations to the Policy and Procedure Review Task Force

2019

- APRIL**
 - Hillard Heintze, GRPD, A Strategic Review of the Department's Staffing
 - COGR Strategic Plan, FY2020 – FY2023
- MAY**
 - Office of Performance Management and Office of Equity and Engagement launch
- JULY**
 - Eric Payne chosen as Police Chief
- AUGUST**
 - COGR creates Office of Oversight and Public Accountability
 - GRPD adds Foreign Nationals Policy
 - Crime Prevention Through Environmental Design (CPTED) Ordinance passes

2020

- MARCH**
 - COVID
 - COGR presents Community Survey Results
- APRIL**
 - Weapons Ordinance takes effect
- MAY 30**
 - Demonstration and civil unrest
- JUNE 1 - JULY 31**
 - Significant Police community engagement

- DECEMBER**
 - GRPD issues revised Youth Interaction Policy
 - Human Rights Ordinance goes into effect
- JUNE 3**
 - Chief Payne takes a knee with protesters
- JUNE 10**
 - COGR announces Operational Changes to Improve Policing
- JULY 7**
 - Police Chief's Advisory Team (PCAT) launches
- JULY 13**
 - COGR businesses and organizations launch Youth Employment Program
- AUGUST**
 - OPA Strategic Plan
- AUGUST 11**
 - COGR completes 27 police reform initiatives within 60 days
- SEPTEMBER**
 - Police Strategic Plan

2021

- JUNE**
 - Cure Violence program begins
- JANUARY**
 - Surveillance Policy updated
- MARCH**
 - Eric Winstrom's first day as Chief of Police
- APRIL**
 - Officer involved shooting
- MAY**
 - Added representatives from emerging immigrant and refugee engagement
- JUNE**
 - Whole of government safety initiative begins

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- FEBRUARY**
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 - Expanded recruiting program to include local community colleges, military bases and historically Black college and universities
- APRIL**
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2024

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- FEBRUARY**
 - Second full-time social worker joins Co-Response team
- MARCH**
 - Chief Winstrom's op ed on "no-knock warrants" is published in the Detroit Free Press
- DECEMBER**
 - TASERS equipped with automatic shutoff tether and increased deployment distance for safety
 - Body worn cameras equipped with two-stage process to prevent accidental shut offs
- MAY**
 - Investigation Discovery begins filming docuseries
- JUNE**
 - Published new crime statistics dashboard on GRPD website
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- APRIL**
 - Victim services holds first-ever community sessions on healing from trauma and crime victims' rights
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- Transition to less lethal crowd control devices**
- Implemented Blue Team Software to improve use of force incident tracking**
- Chief Winstrom marks three years in office**



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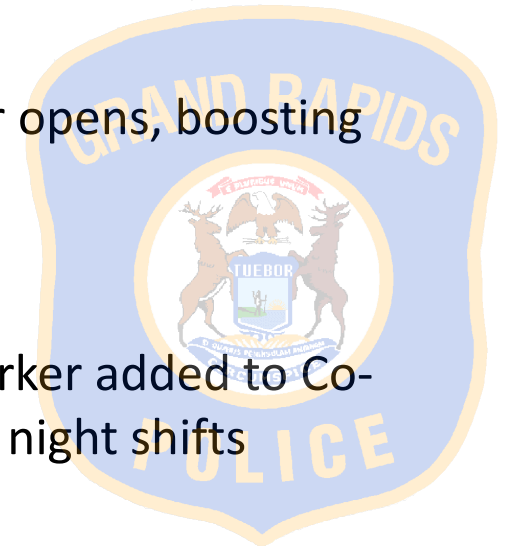
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