

Michigan Association of Chiefs of Police
MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



Onsite Final Report

Marquette City Police Department
December 28, 2018

Team Leader: Daniel J. Mills
Team Member: Heather McDonald

A. Agency Name, CEO and AM:

Marquette City Police Department
300 W. Baraga Avenue
Marquette, Michigan 49855
police@marquettetmi.gov
(906) 228-0400

R. Blake Rieboldt
Chief of Police

Lt. Ryan Grim / Lt. Mark Wuori
Accreditation Managers

B. Dates of the On-Site Assessment:

Monday, December 17, 2018 – Tuesday, December 18, 2018

C. Assessment Team:

Team Leader: Daniel J. Mills, Senior Deputy Police and Fire Chief
Portage Department of Public Safety
7810 Shaver Road
Portage, MI 49024
millsd@portagemi.gov
(269) 329-4567

Team Member: Heather McDonald, Executive Sergeant
University of Michigan – Flint Department of Public Safety
303 E. Kearsley Street
Flint, MI 48502
mcdonalh@umich.edu
(810) 237-6512

D. Community and Agency Profile:

1. Community Profile

The Village of Marquette began with the formation of the Marquette Iron Company on September 14, 1849. The village was first called New Worcester and on August 21, 1850, the name was changed to honor Jacques Marquette, the French Jesuit missionary who had explored the region. Marquette became a city in 1871.

As of the census of 2010, there were 21,355 people residing in Marquette. The city is the largest in the Upper Peninsula (UP). Marquette is a major port on Lake

Superior, known primarily for shipping iron ore, and is home to Northern Michigan University (NMU) which adds more than 8,000 students during the school year. Along with NMU, the largest employers in Marquette are the Marquette Area Public Schools, UP Health System-Marquette (a regional medical center and the only Level 2 Trauma center in the Upper Peninsula), Marquette Branch Prison, and Blue Cross Blue Shield of Michigan. Marquette offers numerous 'big city' events such as concerts, sporting events, and live theater – but in a small community atmosphere.

The racial makeup of the city is approximately 91% White, 4.5% African American, 1.5% Native American, and 3% from other races. There are 8,321 households and the average household size was 2.05 with an average family size of 2.71. The gender makeup of the city was 51.8% male and 48.2% female.

The City of Marquette has a number of parks and recreational facilities enjoyed by city and county residents alike. Presque Isle Park is Marquette's most popular park located on the north side of the city. It includes 323 acres of mostly forested land and extends out into Lake Superior. Camping facilities are located at Tourist Park, which also becomes an off-leash dog park in the winter months. The city has two popular beaches, South Beach Park and McCarty's Cove, which is flanked by the red United States Coast Guard Station Lighthouse.

There are numerous other recreational facilities located within the city. Lakeview Arena is best known for its use as an ice hockey rink and hosts the annual "Pigs n Heat" charity game. The Marquette Police Department (Pigs) and Marquette Fire Department (Heat) battle on the ice to raise money for the local fire victim's relief fund. A skateboard park is located just outside the arena and is open during the summer.

Marquette is home to the largest wooden dome in the world, the Superior Dome – unofficially, but affectionately, known as the Yooper Dome. Northern Michigan University holds its home football games in the dome and it hosts numerous private and public events which draw in thousands from around the region.

The Marquette area is also known for fishing for deep water lake trout, whitefish, salmon and brown trout. Marquette has an extensive network of biking and walking paths. The city has been gradually expanding the paths, promoting itself as a walkable and livable community. The combination of hilly terrain and large snow fall makes snowboarding and downhill skiing a reality at Marquette Mountain on the edge of town.

Marquette operates under the council-manager system of government with an appointed city manager and elected city council. The city manager oversees the day-to-day operations of the city, manages staff operations, recommends the annual budget and makes policy recommendations to the council.

2. Agency Profile



1915



2018

The Marquette Police Department was established well over a century ago and by 1937, the force had doubled from the meager six patrol officers photographed above to nearly fifteen. Over the next 30 years, population growth due to NMU presence, the operations of KI Sawyer Air Force Base, Women's Job Corps and a local job training center, left police coverage spread rather thin at times. By necessity in 1967, the department was allotted five additional positions and a supplementary patrol car. Since that time, the Marquette Police Department has sustained steady growth to its present strength of 34 sworn officers and 5 non-sworn support staff. The sworn and non-sworn officers are all represented by the Police Officers Association of Michigan (POAM) and generally negotiate four year contracts.

The increased size of Marquette City in recent decades has facilitated the institution of a number of service delivery programs, including:

- YSO (Youth Services Officer)
- Parking Enforcement
- K9 Unit: human tracking, drug detection and explosives identification
- Park/Beach Patrol
- ACO (Animal Control Officer)
- Snowmobile Patrol
- KARS for Kids (Car seat program)
- Bike Patrol
- Dive Team
- Vehicle Lockout Service
- Prescription Drug Disposal

The department is the back-up for the Marquette County Central Dispatch ever since central dispatch first went live in 1977. In times of bad weather or technical problems, central dispatch shifts operations to the Marquette Police Department multiple times a year. The Marquette Police Department and Northern Michigan University Public Safety enjoy an excellent working relationship and work

cooperatively at all levels. The Marquette Police Department is a full partner with the Marquette County Sheriff's Office in a long list of local, state and federal law enforcement entities which reside in the Upper Peninsula of Michigan.

3. CEO Biography



R. Blake Rieboldt was born in Flint and raised in Marquette, Michigan. He is a 1987 graduate of Marquette Senior High School and earned a Bachelor of Science Degree from Western Michigan University, where he double majored in Criminal Justice and Sociology. Upon successfully completing the Kalamazoo Valley Regional Police Academy, he spent one year as a deputy with the Marquette County Sheriff's Office before beginning his career with the Marquette City Police Department as a road patrol officer in 1994. Blake was voted Kiwanis Patrol Officer of the year in 1999.

In June 2001, he was promoted to the Uniform Corporal position and later to Uniform Sergeant in 2002. In 2007, Blake was promoted to the rank of Uniform Lieutenant and later to Patrol Captain in 2010. After five years as Patrol Captain, he became Chief in 2015.

During his years of duty, Chief Rieboldt has served as the North Third Street Community Police Officer, Department Armorer, Department Firearms Instructor, Taser Instructor, Mountain Bike Patrol Officer and Dive Team member. He has proven his commitment to leadership by graduating from the Michigan Police Executive Development Seminar and the Lake Superior Leadership Academy.

Chief Rieboldt is a member of numerous law enforcement professional organizations including Marquette County Law Enforcement Administrators Association, Northern Michigan Police Chiefs Association, Marquette County Central Dispatch Policy Board, Northern Michigan University Police Academy and Public Safety Institute Advisory Board. He also serves as an alternate for the Michigan Association of Chiefs of Police District 12.

In addition to his administrative and investigative contributions, Chief Rieboldt has made a significant positive impact on the community by participating in the annual "Pigs n Heat" Charity Hockey game for the last 20 years and by also establishing the Marquette Police Department Scholarship Fund in 2017. The fund distributes an annual scholarship to a local high school graduate looking to pursue a field in Criminal Justice.

4. Accreditation Manager Profiles



Lt. Ryan Grim graduated from Northern Michigan University in 2000 where he earned a Bachelor's Degree in Criminal Justice. He then graduated from NMU's Regional Police Academy in 2001 and was hired that same year at the Marquette City Police Department. He was awarded a Meritorious Service Award in 2004 for a water rescue; chosen as the department's Patrol Officer of the Year in 2005; and earned a Lifesaving Award in 2005 for his actions during a fatal apartment fire. He was promoted to Road Patrol Corporal in 2006; Sergeant in 2010; and Lieutenant in 2017.

Lt. Grim is involved in several aspects of the department including Taser Instructor, Assistant Harbor Master, Snowmobile Patrol, Bike Patrol, and teaches Water Rescue at NMU's Regional Police Academy. In 2016, he became a member of Michigan Municipal League's Law Enforcement Action Forum (LEAF). LEAF is a committee comprised of Michigan law enforcement executives that meet twice per year and work with the Michigan Municipal League staff to assist with the development of law enforcement model policies and related materials to be utilized throughout the State.



Lt. Mark Wuori grew up in the Oakland County area of Rochester Hills, Michigan. He attended Lawrence Technical University for Mechanical Engineering, later transferring to a course of study in Criminal Justice at Oakland Community College and Oakland University. He finished up his studies at Lake Superior State University earning a Bachelor of Science degree in Criminal Justice and Fire Science in 1988.

The Marquette City Police Department hired Lt. Wuori in July of 1988. Since then, he has worked as a patrol officer, narcotics detective, and as a patrol supervisor achieving the ranks of Corporal in 1997, Sergeant in 2000, and Lieutenant in 2003. Lt. Wuori is involved in several aspects of the department including being the Facility Security Officer for the Mattson Park Bulkhead Pier, Assistant Harbor Master, a Traffic Accident Reconstructionist, and has also taught Traffic Accident Investigation at NMU.

5. Future Issues

The city's population growth is one of the main issues or challenges facing the department. The surrounding area looks to the City of Marquette as the social and recreational hub for the area. The school district serves not only the City of Marquette, but also the surrounding townships; all of which have seen an

increase in population. The City of Marquette has also seen an increase in visitors, which has strained the need for more police services. Staffing of Public Safety may need to grow with the increasing demands of services to residents and visitors.

The recruitment and retention of quality law enforcement personnel has also been a challenge. The Chief is determined to maintain high standards by hiring only the best candidates. Recruitment and retention plans and associated incentives may need consideration as the department continues to adapt to today's workforce.

Chief R. Blake Riebolt, the Chief Executive Officer (CEO), has a comprehensive succession plan. Supervisory staff are trained and involved in all areas of the department in anticipation of the senior staff and CEO's eventual retirement. The CEO is dedicated to maintaining best practices and keeping up with the rapidly changing issues facing policing in America.

E. Public Information Activities:

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

1. Telephone Contacts

The public telephone line was active on Tuesday, December 18, 2018, from 9:00 a.m. to 11:00 a.m. The telephone line was tested, found to be functional, and 11 calls were received.

Johnny Bepetro, Marquette City Resident (906) 228-6581

Mr. Bepetro said that when the Michigan accreditation program began in 2017, Chief Rieboldt thought the program was a perfect fit for the department. Chief Rieboldt wanted the Police Department to be contemporary and in alignment with 21st century policing. He said that 90% of what the department reviewed was found to be in compliance with standards. Accreditation appears to be a perfect fit and will help all of the police staff "be on the same page." He said the Marquette Police Department is the top police department in the Upper Peninsula and is respected by all other area agencies. He hopes that other agencies join the accreditation process.

Mr. Bepetro said that the Marquette Police Department is a top notch, educated department. The agency was one of the first to implement a canine and continues to provide leadership to other agencies. He also said the police department is very involved with the community.

Mr. Bepetro supports the agency's effort to become state accredited.

Gordie Warchock; Marquette City Resident & Chief of Forsythe Township Police (906) 869-8890

Mr. Warchock said the Marquette Police Department is progressive and professional; they do a wonderful job in the community. He finds the agency to be helpful and assists residents and partner agencies. Mr. Warchock is a department retiree, he retired 5 years ago and has watched the department continue to grow.

Mr. Warchock supports the agency's effort to become state accredited.

Mike Plourde; Marquette City Resident (906) 226-8928

Mr. Plourde said the Marquette Police Department does a really great job as far as public relations are concerned. The officers know the law and explain it very well; this occurs long before arrest/enforcement action is taken. He sees the department's role as peace keepers.

Many events are held in the city which attract many people to the area; the police department does a great job staying in the background while still keeping people safe; they have a presence, but do not overshadow the event. Such events include: Food Fest during the Independence Day Holiday – bicycle officers are present, moving about and interacting with the community; and Sled Dog Races, traffic control and safety during that event is impressive. He said that he is always impressed with the police in Marquette.

He finds the upper level management of the department very accessible. The chief, captains, and lieutenants are aware of what their employees are doing. They use a mentor teaching style to encourage their staff to understand protocols and to do the right thing.

Mr. Plourde supports the agency's effort to become state accredited.

Bill Finkbeiner; District Manager, Holiday Station Stores (906) 362-3862

Mr. Finkbeiner said that the Marquette Police Department is positive, easy to work with and highly involved in the community. He has observed positive interactions between officers and members of the community. The police will check in with Holiday Station employees often and he said the members of the department are a positive group of officers.

Mr. Finkbeiner supports the agency's effort to become state accredited.

Tom Blake; CEO and President of Embers Credit Union (906) 228-8338

Mr. Blake said the Marquette Police Department is outstanding and responds to calls directly and professionally. He said that the department's follow-up and follow-through are spectacular. They complete security checks without specific requests, their response is quick, and their suggestions are helpful. He said the city is "fortunate to have a police department like the Marquette Police Department."

Mr. Blake supports the agency's effort to become state accredited.

Jennifer Stevens; Q107 Radio Host, (847) 989-9362

Ms. Stevens said the Marquette Police Department personnel are authoritative, but meld into the community; they blend well into events and community activities. The department's bicycle patrol works well and it's nice to see the officers. Their visibility is not threatening. They interact with tourists and provide continual service repetitively. They participate in activities that are important and relevant. The police work hard to maintain a positive presence, do their job and do it well. They accomplish goals through organization, execution and caring about the community. The police department cooperates with the community and plays a role in disseminating information out to the community. The agency provides public service announcements and is part of the community. Employees work hard and are effective. They represent the community well and are exemplary. And, the police department is a good partner with the radio station.

Ms. Stevens supports the agency's effort to become state accredited.

Andrew Crunkleton; Principle of Marquette Alternative High School
(906) 225-4321

Mr. Crunkleton said that he could not do his job without the support of the youth resource officer and other members of the Marquette Police Department. The officers operate with tact and grace in their interactions with staff and students. The police department is very helpful, professional and great with community training within the school district. The police are in the schools throughout the week and they are appreciated.

Mr. Crunkleton supports the agency's effort to become state accredited.

Jill Simms, Assistant Prosecuting Attorney (906) 225-8310

Ms. Simms said there is a great working relationship between the Prosecuting Attorney's office and the Marquette Police Department. She said the department has stellar detectives. Ms. Simms finds the line officers to be above par. She also

teaches with Marquette Police Officers at the local academy; all encounters are professional.

Ms. Simms supports the agency's effort to become state accredited.

Deborah Veiht, Marquette/Alger Schools Superintendent (906) 226-5102

Ms. Veiht said that Marquette Police Department staff provide training at the regional education school district, including active shooter training. She said the police officers are a calming presence and are very responsive to the school's calls for service. Officers make staff feel safe. The officers are viewed within the city as a positive force. The police staff present information well and are trusted by the school staff and the community as a whole.

Ms. Veiht supports the agency's effort to become state accredited.

Neil Jandron, Owner of Jandron's Fine Jewelry (906) 361-8900

Mr. Jandron said that with over 70 years of being in the community, he has had a lot of experience with the police department. He said the police are very professional. All of his requests for assistance are taken care of in a prompt manner. He said the police are pro-active in the community and he feels the community is very lucky to have such a well-trained department. He said, the members of the department serve the community very well.

Mr. Jandron supports the agency's effort to become state accredited.

Ken Love, (906) 227-1180

Ken Love is the director of the local police academy. He said the department is very professional and has good community relations, the staff are well trained, and the department handles calls and responds well to the community's needs.

Mr. Love supports the agency's effort to become state accredited.

2. Correspondence

The assessors received one correspondence regarding the accreditation process from Mike Coyne, retired physician. He wrote that he was involved in city government for 34 years and served with five different chiefs of police. He was mayor four times and also a city commissioner during that 34-year period of time. He stated, "That experience has given me an opportunity to observe this department and I have the absolute highest regard for Marquette City Police. I attribute this to both excellent leadership and excellent selection of high-quality persons as officers." He added, "These men and women are held in high regard by members of this community." Mr. Coyne said he has observed the force's

performance firsthand and he has taken away from those experiences the following: the officers knowledge of what is going on in the community, the officers compassion, professionalism and courteousness, as well as, the officer's demeanor during "very, very difficult and dangerous situations, and firmness when necessary." He also wrote that he could not be more proud of these men and women who serve the community so well.

3. Media Interest

During the on-site, there were no inquiries to the assessment team from the media to assessors regarding the on-site. However, local media outlets did cover the accreditation process and assessment including an extensive article in the Marquette Mining Journal, the local print media, and on Channel 6, the local NBC affiliate, while the assessment team were on-site.

4. Community Outreach Contacts

The assessment team contacted several members of the community during the on-site.

Frederick Stonehouse – Mayor, City of Marquette (906) 226-6014;
fstonehouse@marquettemi.gov

Frederick Stonehouse is the mayor of the City of Marquette. He shared that the Marquette Police Department is well regarded within city and throughout Marquette County. The public has a high opinion of the department. He said, from a commission perspective, the community has good interactions with members of the department.

Mayor Stonehouse noted a number of downtown festivals which are held annually in the city and successfully staffed and serviced by the police department. An example of a lost child was provided and the responding officer arrived to the scene and calmed the child, gaining his trust. As the officer and the child left the immediate area he knew the right action would be taken in the situation.

He advised that the police know everyone and everything, demonstrating the value of a small town police force that has a feel for the community allowing for the right action to be taken, as needed and necessary.

Mayor Stonehouse remarked on one future issue: he supports the department's continued use of technology and looks forward to leveraging technology multipliers to become more efficient.

Mayor Stonehouse fully supports the agency's effort to become state accredited.

Peter Frazier, Marquette City Commissioner

Commissioner Frazier is a current member of the City of Marquette Commission in his fourth year of elected office. He could find no community relation problems in the city relating to the Marquette Police Department. He stated the community supports the police department and the community finds them helpful and accessible.

Commissioner Frazier remarked that the Marquette Police Department's Chief of Police provides weekly reports to the commission on department activities in direct support of information sharing.

Commissioner Frazier fully supports the agency's effort to become state accredited.

Mike Angeli, Marquette City Manager and former Marquette Police Chief
(906) 225-8102

Mr. Angeli said the department is well run and prides itself on preparing leadership from within the ranks. The police are well respected in the community and interact with the community very well. The department also gets along well with other local agencies and shares resources.

Mr. Angeli fully supports the agency's effort to become state accredited.

Dave Campana, Marquette City Commissioner and former Marquette Mayor
(906) 361-1711

Mr. Campana said the department is held in high regard by the community. He said the police make an effort to be part of the community. Officers do not talk down to people and are decent people doing their best to protect the community. He said the police officers are like neighbors, not enforcers. He said the staff are willing to work with you and are very friendly.

Mr. Campana fully supports the agency's effort to become state accredited.

Margaret Brumm (331) 444-8497, mickeybrumm@aol.com

Ms. Brumm spoke at the Marquette City Commission meeting which was held on Monday evening. The assessment team was invited to attend and speak to the commission. During the commission meeting's public comment, Ms. Brumm spoke positively about her experiences with the Marquette Police Department. She said that she had experienced a near-miss traffic crash and after reporting the incident to the police, they investigated the intersection where the near-miss occurred, determining new signage was needed. Ms. Brumm was extremely impressed with the response she received from the department regarding her

issue. She also said that on other occasions, police officers will answer all of her questions in a professional manner.

Ms. Brumm stated that she fully supports the agency's effort to become state accredited.

5. Agency Ride-along

On Monday afternoon, Assessor McDonald rode along with Officer Mike Roth. Officer Roth went to several key locations in the city, including the downtown, city borders, prominent neighborhoods, businesses, parks, residential developments and several housing complexes.

Officer Roth discussed patrol response, shift schedules, complaint inception and follow-up, and other issues surrounding the agency. Officer Roth further discussed his equipment on board and his training, as well as, the training of his peers. It is apparent that Officer Roth is well trained as a law enforcement officer and is very attached to his community. He was knowledgeable in the working of the police department, and spoke highly of the agency, his coworkers and command.

While traversing the neighborhoods, many people were outside walking, biking or involved in recreational activities. Everyone seemed very pleased to see the patrol car, which appeared to be a normal occurrence. The community appears to strongly support their police agency.

On Tuesday afternoon, Assessor Mills rode along with Officer Nate Dawson. Officer Dawson is the current youth officer assigned to assist the schools. While on patrol, he spoke with a father about his son failing to attend school regularly. Officer Dawson was extremely professional and helpful to the father.

Officer Dawson went to several key locations in the city, including the city borders, the state prison, and many city parks. Officer Dawson also assisted a visitor with a question about the best areas to fish near Lake Superior. Officer Dawson was very knowledgeable about the community and the department. He seemed very attached to his community, was very knowledgeable in the workings of the police department, and spoke highly of his coworkers and the command staff.

6. Community Involvement

The annual hockey game held at the Lakeview Arena is called the "Pigs n Heat" charity game. The Marquette Police Department (Pigs) and Marquette Fire Department (Heat) battle on the ice to raise money for the local fire victim's relief fund. This event is well attended and was mentioned several times by community members as a positive highlight to public safety community relationship.

The agency is involved with security and traffic control at several local festivals including the Hiawatha Music Fest, the UP Beer Festival, and Harbor Fest, the annual Independence Day Holiday which includes a food festival and fireworks. The agency provides assistance to citizens who have locked themselves out of vehicles, provides park and beach patrols, and the department also conducts seasonal bike patrol and snow mobile patrol in the city's trail system and park system.

Other community programs and community presentations included:

Halloween Safety	Shop with a Cop
Bicycle Rodeo	Lockdown/Fire/Tornado Drills
Kindergarten Fingerprinting	Active Shooter Training
Distracted Driving	Social Media (Bullying & Sexting)
Bullying Presentations	Drug and Alcohol Presentations
Individual Rights/Bill of Rights	Law Enforcement Career
Neighbor Night Out	Roadside Cleanup Dangers
Classroom Reading	Emergency Drill Procedures
Babysitting Safety	Bay Cliff Gun Safety

F. Essential Services:

Chapter 1 – The Administrative Function:

Direction of Personnel

All written directives require the approval and signature of the Chief of Police. The Chief, or his designee, reserves the authority to issue, modify, repeal, amend, revise, revoke, or approve any of the rules, written directives, policies, and procedures.

Fiscal Control

The agency has two cash accounts used for petty cash and department services. The accounts were properly maintained with limited access. Quarterly reviews of the account were conducted.

Internal Affairs

The Detective Captain is responsible for the internal investigation function of the agency. The Detective Captain conducts all investigations and reports directly to the CEO. The agency accepts and investigates all complaints received, including anonymous complaints. The CEO makes final determinations of all internal complaint investigations. A specific process is followed for receipt, closure and

notification of complaint investigations to the employees and to the complainants. All internal investigation files are properly secured with limited access to only the Detective Captain.

During the assessment period, three internal investigations were conducted: one was not sustained, one was unfounded, and one was exonerated. The analysis did not reveal any patterns or trends that could be predictive or could indicate program effectiveness, training needs, equipment upgrade needs and/or policy modification needs. Given the population served, and the number of citizen contacts made, the number of citizen complaints, and the severity of these complaints, was determined to be negligible and not cause for immediate concern.

Disciplinary Procedures

The agency has an excellent written directive system, which details the rules, regulations and expectations for employee conduct. The agency is well-disciplined and has procedures to apply training and counseling in lieu of punitive employee discipline. The agency has an appropriate appeal and grievance process in place with established timelines. There were no grievances filed during the assessment period.

Organization

All sworn personnel sign and give assurance of fidelity by taking an oath of office administered by the CEO. The oath includes a statement of support for the United States Constitution, Constitution of the State of Michigan and the Charter of the City of Marquette. All agency personnel acknowledge a code of ethics and receive ethics training.

The police personnel have structured unity of command. The Chief of Police is assisted by two captains. Along with the Chief of Police, one captain supervises patrol operations and the other supervises investigative operations. The agency has two full-time dispatchers, who work days and handle non-emergency calls for service while staffing the agency front desk. All 911 calls are received and processed at the Marquette County Central Dispatch Center. The agency has access to supervisory personnel on a 24-hour basis. In the absence of the Chief of Police, a captain assumes command.

Patrol is currently staffed with 19 patrol officers, seven supervisors. A Youth Services Officer works in the Marquette Area Public Schools during the school year and road patrol during the summer months. Two canine officers handle and maintain two enforcement dogs, one drug dog and one bomb sniffing dog. The department also has various specialty positions, including Evidence Technicians, Accident Reconstructionists, Dive Team members, Bike Patrol Officers, Snowmobile Patrol, Firearms Instructors, Car Seat Technicians, Crisis Intervention Trainers, and certified instructors in various topics.

Bias-based policing is strictly prohibited by the agency. There is a clear definition for bias-based policing, including but not limited to, inappropriate decision-making based on a common trait of a group such as race, ethnic background, heritage, gender, sexual orientation, religion, economic status, cultural group, etc. Training is also conducted on diversity, discrimination, bias-based profiling, and related legal aspects of bias-based policing.

The agency also prohibits unlawful workplace harassment, including sexual harassment. The written directive outlines a proper reporting mechanism in the chain of command, including an alternate reporting process for any conflict of interest. There were no reported incidents of workplace harassment during the assessment period.

Agency Equipment and Property

Officers are required to maintain all law enforcement-related equipment in a state of operational readiness. The wearing of body armor is mandatory for all sworn personnel and there are additional requirements to wear body armor while engaged in pre-planned and high-risk operations. All sworn personnel are responsible for the maintenance of agency-issued equipment.

Public Information

The Chief of Police or the captains are the designated point of contact for media relations; news releases are normally issued by one of the three. The agency has a process for the issuance of press releases; the agency effectively demonstrated control of the media at an incident by placing a picture of an incident scene as proof of compliance.

Agency Records and Computers

The agency has a written directive describing the field reporting system, follow-up investigations, and the approval of reports by supervision. The department controls access to agency records electronically with records management passwords. Any hard copies of reports are stored in a file cabinet where the records clerk has access. Juvenile records are kept separate and there are extra security measures for non-public records. The agency receives very few freedom of information requests; these are typically handled by a designated clerical staff member. The agency abides by the state retention and disposal requirements in accordance with Michigan Statute and Records Management.

The agency has procedures to protect its central records. The data is stored and backed up electronically, and is password-protected. Annual security audits and password audits were performed during the assessment period. There were no breaches in security during the assessment period.

Agency Training

The agency training records are current and are maintained in accordance with applicable retention schedules. Training course content is outlined and lesson plans are utilized. In-house instructors are properly trained. New sworn personnel are required to complete a minimum four-week field training program. Field training officers are properly selected and trained through a documented process. The field training program is properly supervised by a patrol captain. No training needs were identified during the assessment period and no remedial training was conducted with personnel.

Required annual training was identified, and proof of compliance was documented. Annual training included, firearms, hazmat, use of force, blood borne pathogens, Taser, ethics, and active shooter.

Authorization and Use of Agency Weapons and Ammunition

The CEO is the authorizing authority for weapons and ammunition requirements, including specialized weapons. The agency uses certified/qualified staff for armorer inspections, repair and replacement. Records of weapons are properly maintained with written guidelines for storage.

Chapter 2 – The Personnel Function:

Personnel Benefits and Responsibilities

The agency has a written directive outlining an employee assistance program, line-of-duty injury and death circumstance policy, and an employee collision and review process. The agency also has a comprehensive exposure control and reporting policy. Extra employment is prohibited by policy.

Performance Evaluations

All agency personnel receive documented annual performance evaluations. The performance evaluation system has a well-defined purpose statement with established and defined criteria, scored on a rating scale. The system also includes directives to raters regarding evaluation responsibilities and procedures on how to use the required forms. Training for evaluators is documented, and the evaluations are maintained according to the department's retention schedule. The agency has an established early warning system. No employees were identified as needing assistance during the assessment period.

Promotion of Sworn Personnel

Promotional processes are conducted in accordance with current employment contracts and there is a structured process in place. Selection for all specialized assignments are made by the Chief based upon his determination of the

suitability of the employee for the assignment and the current and projected needs of the department. The criteria for such assignment is based on the skills, knowledge, and abilities including formal education and experience. Special assignments include, but are not limited to, the Youth Services Officer, Upper Peninsula Substance Enforcement Team (UPSET) Officer, and Field Training Officers.

Recruitment of Sworn Personnel

The recruitment plan contains a statement that the agency is committed to equal opportunity. The goals and objectives of the Marquette City Police Department's recruitment plan include attracting quality applicants that approximate within the agency the demographic composition of the City of Marquette. The department is Caucasian, with thirty white males and two white females. Recruitment activities include internships, ride-alongs and outreach at institutions of higher learning. The plan was recently developed and will be reviewed by the CEO in the future. Future recruitment plans should include activities for achievement of the established goals and objectives, and outlining specific attempts to recruit and hire the underrepresented

Selection of Personnel

The agency has a complete written process for the selection of new full-time personnel, which includes a thorough background investigation, as well as a medical and psychological exam.

Reserve Officers and Civilian Volunteers

The agency does not have a reserve or civilian volunteer program.

Chapter 3 – The Operations Function:

Arrest, Search and Seizure

The Marquette Police Department is a full-service agency with arrest powers. The agency and its policies follow the U.S. Constitution in relation to arrest, search and seizure. The agency recognizes the foundation set forth in the Fourth Amendment.

Agency policy outlines the warrantless search exceptions and the need for a court-authorized search warrant, when applicable. All custodial arrests are brought to the Marquette County Jail to be processed.

The agency only conducts strip searches when an arrestee is lodged and there is reasonable cause to believe the suspect is concealing a weapon, controlled substance or evidence of a crime. The person conducting the strip search does

so only under written authorization by the Chief of Police or designee. The strip search must be conducted by a person of the same sex. Body cavity searches are conducted only with a search warrant.

Interview and Interrogation

The Marquette Police Department has established procedures for compliance with contemporary criminal procedural requirements related to interviews, investigative detention interviews, and interrogations. According to the written directive, the interview and interrogation rooms include a designated interview room, the booking room, a conference room and detective's offices. For interviews conducted in the detective's offices, it is the sole discretion of the employee whether or not they maintain their authorized weapon on their person.

The written directive outlines criteria for electronic recording of interviews or interrogations according to state law. The designated interview room is the only room where major felony interrogations occur. The agency's interrogation room has audio and video recording capability. The agency can watch the interview from a viewing room. Interviews of victims and witnesses occur in other areas including detective's offices. If assistance is needed, officers utilize department issued portable radios, phones, or loud verbal calls for assistance as all interview areas are within earshot of the desk supervisor and other personnel.

The agency should consider alternate methods of establishing safe environments for law enforcement officers conducting interviews and interrogations to include a soft interview room instead of using detective offices and the use of the provided weapon lock boxes.

Use of Force

Twenty-five use-of-force reports were completed during calendar year 2017. The agency conducted reviews of each use-of-force incident. The annual analysis did not identify any issues with compliance of the department policy or any issues that would have required corrective action.

Future analyses should be more comprehensive during the next assessment period, dissecting events into basic parts, identifying any patterns or trends, as well as, identifying policy and procedural effectiveness. Reviews should also identify any training needs, equipment upgrades or policy modifications.

Communications

The Marquette Police Department uses Marquette County Central Dispatch as the Public Safety Answering Point for calls for service. The onsite team toured the facility and spoke with telecommunicators regarding dispatch policy. All recordings are kept in storage for a minimum of 90 days unless requested by the

department for longer retention. Review of the tapes are limited to personnel with a legitimate and official need.

The Marquette County Central Dispatch has a back-up generator onsite that will automatically engage, supplying power to the Communications Center to maintain operation. The Marquette County Central Dispatch is housed at the Michigan State Police Post in Negaunee, Michigan, which also houses the state police regional communication center for two separate state police districts. The Communications Center is equipped with an Uninterruptible Power Supply (UPS), which is designed to bridge the gap between the power outage and when the generator provides power.

The Marquette Police Department also has the ability to receive administrative calls 24-hours a day at the police department. The department staff have the ability to send calls to central dispatch or communicate with Marquette police personnel on a separate radio frequency for only administrative calls for service. There is no Computer-Aided-Dispatch interface with the Marquette Police Department's records management system. The on-site staff will enter calls for service after or during the central dispatch transmissions.

Emergency medical dispatching is conducted by the Marquette County Central Dispatch with properly trained personnel.

Field Activities

The written directive for vehicle pursuits was recently adopted. During the assessment period, there were no traffic pursuits. The Marquette Police Department policy does allow pursuits by officers who follow the guidelines in the policy. Roadblocks, boxing, and intentional collisions are authorized tactics and there are established procedures in place for the listed maneuvers with annual training documented.

The Marquette Police Department has in-car computers available in each patrol vehicle, accessible to each patrol officer. Each officer also uses body cameras. Each video is manually downloaded at the end of each shift and retained from the date it was created. All retention of video follows the state retention guidelines.

The agency has a foot pursuit policy that was created during the assessment period which complies with the standard. The written directive contains a section that states that the termination of a pursuit does not prohibit an officer from remaining in an area and, if conditions change, justify re-initiation of the foot pursuit.

On Tuesday afternoon, Assessor Mills attended a patrol briefing. The first line supervisors conducted the briefing. There was a free exchange of information

between all attendees. One detective attended the briefing and shared that no new arrest warrants were issued. The shift supervisor handed out other arrest warrants for officers to attempt to locate subjects. Information was shared about extra patrol at a new traffic signal, at a business experiencing car break-ins, and graffiti.

Traffic Safety and Enforcement

The Marquette Police Department has applicable policies in place regarding traffic violation enforcement, enforcement options, offenders, and traffic direction and control. The directive establishes procedures to conduct motor vehicle stops, including high-risk stops. The enforcement options include warnings, citations, and arrest when appropriate.

Homeland Security/Critical Incidents

The agency has a critical incident system in place which includes command, operations, planning, logistics and fiscal responsibility. Plans are developed and executed for all community events which include the International Food Festival, Independence Day activities, and parades.

Chapter 4 – The Investigative Function:

Criminal Investigation

Officers conduct follow-up on their own investigations during their work shift, depending on the severity of the complaint. At the conclusion of the shift, all open cases are sent to the investigative supervisors for assignment to a detective. The detective supervisors consider solvability factors when screening cases for follow-up assignment. A policy is in place for eyewitness identification.

Crime Scene Processing

The agency has detectives and accident investigators available 24-hours a day. The agency's personnel assigned to the detective bureau are trained in collection and preservation of evidence, and other forensic procedures. Major crime scene processing is conducted by the Michigan State Police.

Storage of Evidence and Property

Appropriate policies are in place for property processing and evidence collection. The evidence room is small and only the detective supervisors and detectives have access to the designated property room. The door is key-locked with video recording access. The agency has procedures in place for collecting large items of evidence which are stored off site in a secure facility. The agency also has a large safe available for valuable jewelry and money. The safe is in the detective

captain's office. Only the detective captain and detective lieutenant have access to the office and safe, however, the agency should consider placing the jewelry and money safe inside the secure property room.

Found property is handled differently than evidence. Found property is processed and tagged in a separate area and is not co-mingled with evidence. All employees are authorized to return found property and make the appropriate records entries. Generally, the agency handles very little evidence and property.

Evidence that needs lab submission is sent to the Michigan State Police Lab. Appropriate policy for transmission and chain of custody is in place.

All time-sensitive inspections, audits and inventories were conducted; no irregularities were identified. There was no change in the property custodian during the assessment period.

Juvenile Matters

The agency has established policies regarding juvenile status offenses, including runaway cases, unidentified adults and children, and the safe delivery of newborns. There were no incidents where the agency needed to use Amber Alerts or the Law Enforcement Information Network (LEIN).

Special Investigations and Operations

The agency has an investigations policy establishing guidelines for special investigations including decoy, raid and undercover operations. The agency has an officer assigned to the Upper Peninsula Substance Enforcement Team (UPSET). UPSET is housed at the Marquette Police Department and nearly all special investigations and operations are conducted by UPSET.

The agency is well organized in keeping records of information shared with or received from another entity. During the assessment period, the agency did not have any incidents which required special investigations or special operations.

Chapter 5 – The Arrestee/Detainee/Prisoner Handling Function:

Transporting/Processing/Holding of Arrestees/Detainees/Prisoners

The Marquette Police Department has established procedures for the transportation of arrested subjects, to include searching vehicles prior to the beginning of each shift, prior to and following any transport, and the securing of arrested subjects in restraints during transport. Patrol cars have been modified so the door handles and windows do not operate, and a safety barrier separates the rear compartment.

All custodial arrests are brought to the Marquette County Jail to be processed. The facility is secure, and weapons are not allowed in the county jail. The Marquette Police Department has no temporary holding, however, there is a processing area for arrestees who bond on offenses or warrants. Weapons are not allowed in the processing area.

G. Applied Discretion Compliance Discussion:

This section provides specific information on those standards found to be in compliance after on-site adjustments were made.

During this on-site, the agency had nine standards in applied discretion.

- *Standard 1.1.1 (a) Written Directive*

ISSUE: Written directive did not address full scope of authorities.

AGENCY ACTION: The written directive was amended to include the identities of all persons or positions that have the authority to issue, modify, repeal, amend, revise or approve agency directives.

- *Standard 1.2.1. Fiscal Control*

ISSUE: Written directive did not address all agency cash accounts and processes.

AGENCY ACTION: The written directive was amended to address all agency cash accounts and institute methods around: initial balance, cash received, cash dispersed and balance while addressing records or receipts required for cash received and cash expenditures

- *Standard 1.5.4 (b) (e) Biased Influenced Policing*

ISSUE: Written directive was not inclusive of all of the standard language pertaining to biased influenced policing.

AGENCY ACTION: Written directive was updated to include all specific language regarding biased influenced policing.

- *Standard 1.5.5 (b) (c) Unlawful Workplace Harassment*

ISSUE: Written directive was not inclusive of the standard's language or the City's process.

AGENCY ACTION: Written directive was updated to include specific language around conflict of interest and to include direction for the City's process.

- *Standard 1.10.1 Weapons and Ammunition*

ISSUE: Written directive was not inclusive of the standard's language for all weapons systems.

AGENCY ACTION: The written directive was revised to include language and processes for all agency weapons systems.

- *Standard 1.10.2 Proficiency and Qualification*

ISSUE: Written directive was not inclusive of proficiencies for all weapons systems.

AGENCY ACTION: The written directive was revised to include proficiency processes for all agency weapons systems.

- *Standard 2.4.1 Recruitment Plan*

ISSUE: Recruitment Plan and did not have identified goals and objectives with associated activities to achieve stated goals and objectives.

AGENCY ACTION: The written directive was revised to include specific identified goals and objectives and included activities to achieve the stated goals and objectives.

- *Standard 3.1.4 Alternate Care of Arrestee's Dependents*

ISSUE: Written directive did not include a procedure for alternate care for arrestee's dependents.

AGENCY ACTION: The written directive was amended to include a procedure for personnel to follow when finding alternate care for arrestee's dependents.

- *Standard 3.4.3 (e) Communication Protocols*

ISSUE: Written directive did not include a procedure for responding to field personnel emergency assistance calls.

AGENCY ACTION: The written directive was changed to include protocols and procedures for responding to field personnel emergency assistance calls.

H. Waivers of Standards:

This section provides specific information on those standards which qualified for waivers. Waivers are available to agencies when it is impossible to comply with a specific standard. A request to waive standard compliance must be made to the Michigan Association of Chiefs of Police Accreditation Program Director in writing, on official agency letterhead, signed by the CEO.

The following standards were granted non-applicable waivers:

- *Standard 1.9.8 Tactical Team Training*
- *Standard 1.10.1(d) Weapons and Ammunition*
- *Standard 2.6.1 Reserve/Auxiliary Officers Program*
- *Standard 4.3.4 Security*
- *Standard 4.5.3 Using Confidential Sources*
- *Chapter 5.3 Holding of Arrestees/Detainees/Prisoners*

I. Standards Noncompliance Discussion:

The agency had no standards in noncompliance.

J. Future Performance / Review Issues:

Future recruitment plans should include more detail, establishing clear definitions of the goals and objectives, identifying methods to achieve desirable goals and objectives or conditions, listing activities for achievement of the established goals and objectives, and outlining specific attempts to recruit, hire and promote the underrepresented. The agency is actively recruiting; however, the current plan did not thoroughly document all the agency's recruitment activities.

K. Summary and Recommendation:

A thorough review of the files for compliance was conducted, as well as observations of compliance; and, after interviews were conducted, it was determined that the agency was in compliance with all of the established accreditation standards, with exceptions and waivers noted. Accreditation is recommended.

Daniel J. Mills, Team Leader
Date: December 28, 2018

Reviewed and approved to be scheduled for a hearing before the MLEAC.

A handwritten signature in blue ink, reading "Neal A. Rossow", is centered on the page. The signature is written in a cursive style with a long horizontal flourish at the end.

Program Director Neal Rossow
Date: January 18, 2019