

Accreditation

Michigan Municipal League

Robert Stevenson



Executive Director

A Quiz!

Question: To be a police officer in the State of Michigan you must do what?

Answer: Complete an academy sanctioned by the Michigan Commission on Law Enforcement Standards and get hired by a police agency.



Question: To have a police department in the State of Michigan you must do what?

Hire Barney



Give him a gun



Then hope that:

Zero Policies

+

Zero Procedures

+

Zero Rules

+

Zero Regulations

Does not =



What is Accreditation?

A program and process designed to accomplish the following goals:

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



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Commission on Accreditation for Law Enforcement Agencies

1979

IACP

NOBLE

PERF

NSA



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Michigan Law Enforcement Accreditation Program

MLEAP was created in 2016 by the MACCP
Board of Directors

The Standards were modeled after the New Jersey program and tailored by a **Select Committee** of police chiefs with and without prior accreditation experience.

The Commission was appointed **June 2016.**



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Who are we being accredited by?

The actual Accrediting body will be the Michigan Law Enforcement Accreditation Commission (MLEAC), consisting of commissioners appointed by the MACP. Personnel from MACP provide support services to the Commission and to applicant agencies.

This is a STATE accreditation program.



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Michigan Law Enforcement Accreditation Commission

Police Members:

Chief James Blocker

Battle Creek Police Department

Chief Joel Jett

Alpena Police Department

Chief David Rahinsky

Grand Rapids Police Department

Chief R. Blake Rieboldt

Marquette Police Department

Chief Lisa Sherman

Charlotte Police Department

Vacant

Community:

Ms. JillAnne Bauer

Eastern Michigan University PSSC

Mr. Michael Bertha

MMRMA

Pastor James Friedman

Police Chaplain

Mr. Michael Reaves

Macomb County CC

Mr. Mike Wendling

Michigan Prosecutors Association



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State Programs

New York

Virginia

New Jersey

Georgia

Colorado

North Carolina

Idaho

Maryland

Kentucky

Tennessee

Washington

Pennsylvania

Florida

Texas

Massachusetts

Connecticut



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Departments Involved in the Process

Battle Creek

Benton Harbor

Bloomfield Hills

East Grand Rapids

Farmington

Farmington Hills

Howell

Marshall

Mason

Midland

Mott Community College

Northville Township

Novi

Pittsfield

Port Huron

Portage

Rockford (Accredited)

Roseville

Sturgis

Taylor

Traverse Coty

U of M Flint

Westland

Wixom

Wolverine Lake

Ypsilanti



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How does accreditation work?

The foundation of Accreditation lies in the voluntary adoption and complying with

Professional standards

containing a clear statement of professional objectives.



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What is the general process?

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

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



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Why would we want to do this?

Accredited status represents a significant *professional achievement*.

Accreditation acknowledges the *implementation of sound written directives* that are conceptually and operationally effective.

Requires *constant review and updating* of those written directives



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Why would we want to do this now?

Current *political environment* provides opportunity.

If we don't set the *minimum standards* our police departments strive for we risk *some other entity* doing it for (to) us!

Requires the agency to ensure the standards and written directives are *being followed by providing proofs.*



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What are Goals of Accreditation?

1. Recognition of **Excellence**
2. To **formalize** essential management procedure for greater accountability.
3. To establish fair and non-discriminatory **personnel practices**.
4. To **improve** service delivery.
5. To improve **staff confidence** in the agency and build community **TRUST** and confidence in the agency.



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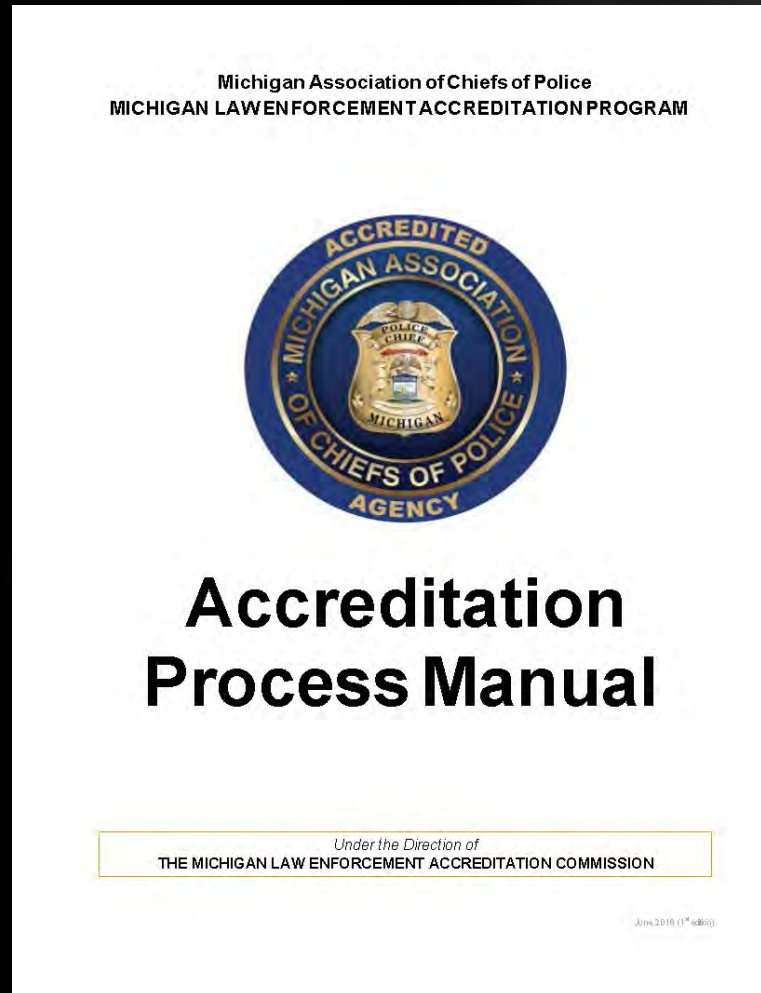
What are Benefits of Accreditation?

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



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What are the actual steps in the process?



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There are five steps:

- **The Application Phase**
 - *Application, Fee*



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The Application Phase

Step 1: Agency completes and returns the formal **Application** and furnishes supporting materials.

Step 2: The agency's Chief of Police **signs** the Accreditation Application on behalf of the agency to serve as a contract and intent to complete the process.

Step 3: Along with its signed Application, **supporting material** and its accreditation fee, the Agency is ready for the Accreditation process to begin.

Step 4: The agency will be contacted by the Program Director to assist in starting the self-assessment process.

The clock will start ticking when the application and fee are received.



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Fees

ADDENDUM 1

Level	Full Time Sworn LE Personnel	Initial Accreditation Fee		Annual Continuation Fee*	
		Not Nationally Accredited	Nationally Accredited	Not Nationally Accredited	Nationally Accredited
A	1-10	\$1,500	\$1,500	\$600	\$600
B	11-25	\$1,800	\$1,500	\$700	\$600
C	26-99	\$2,700	\$1,500	\$1,000	\$700
D	100-199	\$3,900	\$1,950	\$1,300	\$800
E	200-299	\$4,800	\$2,400	\$1,600	\$900
F	300+	\$6,000	\$3,000	\$2,000	\$1,200

*The first Annual Continuation Fee is due on the anniversary date, which is one year following the date initial accreditation is granted and every year thereafter. Fees subject to change.

Note: MLEAC policy states that agencies that withdraw during the accreditation process will not receive a refund of program fees.



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What are the actual steps in the process?

There are five steps:

- **The Application Phase**
 - *Application, Fee*
- **The Self-Analysis Phase** - (Up to 24 months)
 - *Standard Compliance, Directives, Proofs, Mock*



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The Self-assessment Phase

The applicant agency initiates a **self-assessment to determine compliance** with the standards. (up to 2 years for original accreditation)

During this stage the agency will engage in any needed **policy development**, which is marked by the agency's efforts to meet applicable program requirements.



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- **The On-site Assessment Phase**
 - *Two Assessors, Two days, Verbal, Written Report*



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The On-site Assessment Phase

The Program Director selects a team of **trained assessors**, free of conflict with the candidate agency, and then sets an on-site review of the agency during a period mutually agreeable to all parties.

On-site assessments typically take **two days** to complete.



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The On-site Assessment Phase

A **final** assessment report is forwarded to the Commission once all applicable standards and required activities have been complied with.

The Commission **schedules a hearing** at one of its meetings, usually the meeting immediately following the on-site assessment.



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- **The On-site Assessment Phase**
 - *Two Assessors, Two days, Verbal, Written Report*
- **The Commission Review/Decision Phase**
 - *Award*
- **The Maintaining Compliance and Re-accreditation Phase**
 - *Annual Reports*



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What are the standards for accreditation?

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MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



Standards Manual

Under the Direction of
THE MICHIGAN LAW ENFORCEMENT ACCREDITATION COMMISSION

June 2008 (1st Edition)



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What areas do the standards cover?

- The Administrative Function.
- The Personnel Function.
- The Operations Function
- The Investigative Function.
- The Arrestee/Detainee/Prisoner handling function



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What are the standards for accreditation?

- The standards to be used in this program were approved by the the **Board of Directors** and any changes in the future by the **Accreditation Commission**.
- Based primarily on state and national professional standards and Michigan statutory and regulatory law.
- Agencies must meet **ALL** 104 standards unless they are **N/A** (not applicable), as granted by the Program Director.



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What are the standards for accreditation?

- The standards developed by the program are only guidelines for WHAT should be done, not HOW it should be done.
- They address WHAT agencies should be doing to be the best.
- The HOW is left up to the individual agency and the Chief Executive Officer.



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Standard Parts

1. Standard Statement – Binding, “must/shall”
 - 1 - Administrative Function
 - 5 – Subsection: Organization
 - 5 – Numerical Order
2. Clarification Statement – Non Binding

Figure #1:

1.5.5 *A written directive prohibits unlawful workplace harassment to include sexual harassment. The written directive minimally requires:*

- a. *A reporting mechanism to the next level in the complainant’s chain of command;*
- b. *An alternate reporting mechanism if the actor complainant relationship creates a conflict of interest if the actor is in the complaint’s unity of command;*
- c. *A reporting mechanism if the actor is the chief executive that goes outside the agency;*
- d. *A requirement that all employees report any harassment even if they are not one of the actors;*
- e. *A requirement to investigate all complaints of unlawful workplace harassment consistent with Michigan law.*

Clarification Statement: *The agency and/or governing entity’s written directive shall be in accordance with the Michigan Law and/or the Civil Rights Act. This written directive may be a local ordinance, police department policy or a combination.*



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Written Directive Standards

Most common type

1.6.2 Use and Availability of Body Armor

A written directive establishes the agency's body armor program to minimally include:

- a. *A requirement that the agency provide or make body armor available to all sworn personnel;*
- b. *Mandatory wear for patrol personnel;*
- c. *Guidelines for the use, care, maintenance, and replacement of body armor; and*
- d. *A requirement that sworn personnel engaged in pre-planned high-risk operations must wear body armor while engaged in such operations.*

Clarification Statement: *Reserve or Auxiliary Police Officers must be included in this requirement if their duties expose them to risks similar to regular full-time sworn personnel.*



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Policy or Procedure Standard

3.3.3 Meaningful Review Required



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

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



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Plan Standard

2.4.1 Recruitment Plan

The agency shall participate in a recruitment program for sworn personnel and maintain a written recruitment plan. The recruitment plan shall minimally:

- a. *Contain a statement that the agency is committed to Equal Employment Opportunity;*
- b. *Define goals and objectives;*
- c. *Establish activities to achieve stated goals and objectives;*
- d. *Require a triennial review of the recruitment plan and progress towards defined goals and objectives; and*
- e. *Establish a process to revise the plan, when necessary.*

Clarification Statement: *The recruitment plan should be developed and implemented with the overall goal to increase sworn representation that reasonably reflects the demographics of the service area the agency serves. The triennial review should include an explanation of progress, if any, made towards achieving the stated objectives and an explanation of any changes required to the recruitment plan.*



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Time Sensitive Standards

Require a report, review, activity in a specified timeframe

3.3.1 Use of Force

A written directive establishes the agency's use-of-force policy and procedures to include at a minimum:

- a. A requirement that officers, and employees authorized to use weapons or force, will use reasonable force when force is used to accomplish lawful law enforcement objectives;*
- b. The "duty to intervene";*
- c. Definition of applicable terms;*
- d. Criteria for use of deadly force;*
- e. Restrictions on use of deadly force;*
- f. Criteria for use of weaponless subject control;*
- g. Criteria for use of less lethal devices/weapons;*
- h. Criteria for use of restraints;*
- i. A requirement to provide appropriate medical aid when someone is injured or complains of pain resulting from law enforcement force;*
- j. Supervisory responsibilities; and*
- k. An annual meaningful review of use-of-force incidents*



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What are Proofs?

There are four ways to Prove Compliance with a Standard:

- **Written Directive**

- *Policies, procedures, rules and regulations, general orders, special orders, memos, or any other means described by the agency in their policy defining what it is.*

- **Supporting Documents-** (Up to 24 months)

- *Memos, emails, forms, rosters, photos, or anything that demonstrates or describes actions taken to show compliance w/ W.D.*

- **Interviews**

- *Conducted by the Assessors of people with specialized knowledge about a specific area. (ex: HR Director, Communications Supervisor.*

- **Observation**



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Conclusion

Accreditation presents MACP members and their Command Staff with an opportunity to craft the agency into a highly efficient and effective organization.

Participating agencies and members will have the satisfaction of setting the tone for generations of officers to come and shaping the future of police services.



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The MACP is
DEDICATED
to the accreditation
process and the
SUCCESS
of the departments
involved.



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QUESTIONS?



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