

### East Lansing Police Department 21st Century Policing Implementation Tracking

Pillar	Action	ELPD Effort	Report Recommendation - Action Item Alignment	Complete/Ongoing	Future Objective
Building Trust and Legitimacy	Body Worn Camera Reviews	Two random dates are selected by the City of East Lansing Human Relations Commission for ELPD to conduct Body Worn Camera Reviews. The footage is reviewed to determine the type of contact, demographics of the person contacted, and type of enforcement action. This information is compiled on a quarterly and annual basis. The annual statistics are published on the city's website and shared with various community groups.	1.3.1	X	
	Policy & Procedure Transparency	Publication of the police department's policy and procedures on the city's website.	1.3.1	X	
	Cultural Awareness	Members of the police department are attending proctored tours of the Jim Crowe Museum at Ferris State University. This training effort is aimed at demonstrating the history of racism in America and how this can be a hurdle to earning community trust.	1.2 & 5.9.1	X	
	Complaint Against Officer Sharing	Annually the Chief of Police presents a synopsis of complaints made against employees from the public with the Human Relations Commission	1.3	X	
	Policy and Procedure Development	The police department routinely involves members of the department in the consideration and creation of policy and procedure decisions, i.e. Active Violence Response Policy, Response to Resistance Policy.	1.4.1	X	
	Policy and Procedure Development	The police department has sought input from community members to ensure policies and procedures reflect the values of the community, i.e. Fair and Impartial Policing policy development with the ACLU.	1.5.1	X	
	Community Forum Attendance	ELPD has participated in multiple regional community forums to discuss police operations and practices.	1.3 & 4.5.1	X	
	Non-Enforcement Community Interactions	ELPD continues to maintain and develop new means by which to interact with the community in a non-enforcement manner, i.e. Open Houses, Touch a Truck, PAL, SRO Position, Neighborhood Association events.	1.5.3	X	
	Enhanced Training in Addressing Vulnerable Populations	Annual Training presentation on working with Autistic persons. Upcoming trainings will address other disadvantaged persons.	1.5.4	X	

Policy and Oversight	Fair and Impartial Policing Policy	Fair and Impartial Policing Policy decouples federal immigration enforcement from local law enforcement through not recognizing detainees. Judicial warrants required.	1.9.1	X	
	Critical Incident Communication Policy	Establishment of a Critical Incident Communication policy to specify when, how, and what the police department communicates with the public in the immediate and long term aftermath of a Critical Incident, i.e. Officer Involved Shooting.	1.3.2 & 2.2.5		X
	Continued Diversification Efforts	Continued diversification of the department. Recruitment efforts must pivot and begin to utilize community organizations and other regional resources to recruit diverse police candidates.	1.8		X
	Relationships with Immigrant Populations	Expansion of relationships with regional immigrant populations.	1.9		X
	Policy & Procedure Transparency	Publication of the police department's policy and procedures on the city's website.	2.2	X	
	De-escalation	Training on de-escalation and alternatives to arrest have been incorporated to both annual training and response to resistance scenario training.	2.2.1	X	
	Deadly Force Investigation	Current policy mandates that that deadly force investigation must be completed by an outside agency (Michigan State Police)	2.2.2	X	
	Department Demographics	Demographics of department employees have been made available to public without FOIA requests, i.e. ACLU & Media Outlets	2.5	X	
	Civil Disturbance Response	Civil Disturbance policy and protocols employ small squad tactics and a tailored progression of force to avoid the appearance of a military operation.	2.7	X	
	Citation Issuance	No policy requiring the issuance of tickets. Citations are not a part of an officer's review. Statistics play a small quantifiable role in officers performance appraisals.	2.9	X	
	Consent Search	Consent to search is required barring an exception or S/W. ELPD employs a consent to search form for officer use.	2.1	X	
	ID of Officers	By policy officers must provide name and badge number if asked. Notification of reason for action/contact is part of the Field Training and de-escalation training processes. Officers have department issued business cards with identifying information.	2.11 & 2.11.1	X	
	Racial Profiling	Racial profiling is strictly prohibited by Fair and Impartial Policing policy.	2.13	X	

	Public Safety Review Board	Implementation of the review board is ongoing. ELPD is cooperating with this effort to ensure transparency.	2.8	X	
	Public Engagement	Enhance public engagement to develop strategies for crime fighting and addressing quality of life issues. Engaging student groups, neighborhood associations, and community groups specific to East Lansing.	2.2 & 4.5		X
	Use of Force Reporting	Participation in the National Use of Force Reporting Program.	2.2.4		X
	Critical Incident Communication Policy	Establishment of a Critical Incident Communication policy to specify when, how, and what the police department communicates with the public in the immediate and long term aftermath of a Critical Incident, i.e. Officer Involved Shooting.	1.3.2 & 2.2.5		X
	Serious Incident Review Board	Explore the option of using the Public Safety Review Commission in conducting Serious Incident Reviews per this recommendation.	2.2.6		X
	Collection of Data	Effective 2/1/20 demographic data and reason for contact is being tracked on all officer initiated contacts. Collection of detention data has been tracked for years.	2.6	X	
Technology and Social Media	Evidence Protection	Evidence storage and tracking module in SRMS being utilized to ensure accountability of physical evidence. BWC and Fleet Video housed in Axon cloud system to ensure data security.	3.1.3	X	
	Surveillance Technology Acquisition Policy	ELPD implemented a surveillance technology acquisition policy to require CM and/or Council approval to ensure that the appropriate technology is acquired with transparency and oversight.	3.2.1 & 3.5	X	
	BWC Implementation	BWCs have been implemented at ELPD.	3.3.3	X	
	Social Media Accounts	ELPD utilizes social media to communicate with the public in new and innovative means. Public safety and humanizing messages are posted on these sites.	N/A	X	
Community Policing and Crime Reduction	Community Outreach	ELPD maintains a Community Outreach Lieutenant for the sole purpose of engaging community groups and coordinating community policing strategies/efforts.	4.1	X	

	Community Policing	The nature of ELPD is to utilize community policing efforts department wide. Officers assigned to Patrol engage neighborhood watch and student groups throughout the year, i.e. Good Neighbor and safety presentations are provide by general patrol officers.	4.1.1	X	
	Officer Evaluation	Officers are evaluated on Shift Appropriate Activity and Participation. In doing so, Supervisors account and credit for an officer's community engagement and neighborhood problem solving efforts.	4.2.1	X	
	Multi-Disciplinary Approach	Officers have both city and regional resources available to address quality of life and policing issues. Additionally, ELPD is pursuing Crisis Intervention Training for officers thereby giving them more tools to deal with mental health calls. Region mental health professionals are part of this effort.	4.3	X	
	Soft Skills Training	De-escalation Training	4.4.1	X	
	Public Interactions	ELPD continues to maintain and develop new means by which to interact with the community in a non-enforcement manner, i.e. Open Houses, Touch a Truck, PAL, SRO Position, Neighborhood Association events.	4.4.2	X	
	Community Forum Attendance	ELPD has participated in multiple regional community forums to discuss police operations and practices.	1.3 & 4.5.1	X	
	Citizen's Police Academy	Long running citizen's police academy is held annually. This program aims to teach community members on police procedures and operations.	4.5.2	X	
	PAL	The Police Athletic League is a long running program at ELPD aimed to provide positive interaction between youth and law enforcement officers.	4.7.1	X	
	Public Engagement	Enhance public engagement to develop strategies for crime fighting and adressing quality of life issues. Engaging student groups, neighborhood associations, and community groups specific to East Lansing.	2.2 & 4.5		X
	Leadership Training	Ongoing leadership training occurs with department personnel through the use of MSU Staff and Command, MACP, First Line Supervisor and similar courses.	5.3	X	
Training and Education					



	Cultural Awareness	Members of the police department are attending proctored tours of the Jim Crow Museum at Ferris State University. This training effort is aimed at demonstrating the history of racism in America and how this can be a hurdle to earning community trust.	1.2 & 5.9.1	X	
	Fair and Impartial Policing Training	ELPD is working with the Michigan State Police to leverage grant funding to bring certified Fair and Impartial Policing training to the department. This program is a nationally recognized training effort delivered through Fair and Impartial Policing LLC. Target completion summer 2020.	1.2 & 5.9.1	X	
	General Department Training	Schools such as Women in Command, legal update, use of force, driving, and specialty schools are continuously employed for all staff.	N/A	X	
	Public Engagement	Seek ways to engage community groups to encourage input in police training methods and topics.	5.2		X
Officer Wellness and Safety	General Safety and Wellness	Officers are afforded the opportunity to access Backing the Badge for mental health wellness. The department offers voluntary physical assessments to officers to promote healthy lifestyles. Officers continue to be issued department purchased safety equipment.	6.2	X	
	Shift Lengths	The department policy on overtime has placed limits on voluntary and mandatory overtime lengths to ensure officers are afforded enough time off for recovery.	6.3	X	
	Safety Equipment	All officers are issued ballistic soft body armor and rifle rated ballistic armor. Officers have been issued individual first aid kits and tourniquets.	6.4	X	
	Policies	Seatbelt and ballistic body armor wear have been made mandatory through policy.	6.6	X	
	Fitness Center	Department maintained fitness center has been revamped and maintained for employee use.	6.2	X	