



POLICE DEPARTMENT  
CHIEF JERROD S. HART  
UPDATE  
APRIL 6, 2020



**Serve Prevent Detect**



# THE PRESIDENTS TASK FORCE ON 21<sup>ST</sup> CENTURY POLICING - MAY 2015

“When any part of the American family does not feel like it is being treated fairly, that’s a problem for all of us.”

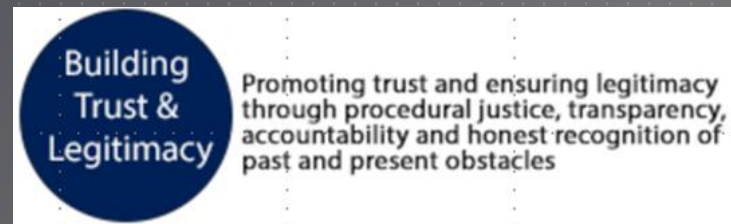
- President Barack Obama



# Pillars Influence Current Practices

## Policy – Power DMS

- Transition - March 2019
- 107 Policies Published
- 103 workflows for policy, checklists and other items
- \$4,600 yearly for entire City of Saline
- Saved 3.1 trees
- \*Public Facing Feature\*



# Policy

## Policy & Oversight

Developing comprehensive and responsive policies on key topics while also implementing formal checks/balances and data collection/analysis

## Building Trust & Legitimacy

Promoting trust and ensuring legitimacy through procedural justice, transparency, accountability and honest recognition of past and present obstacles

## Annual Assessments:

- ▶ Response to Resistance
- ▶ Pursuits
- ▶ Grievances
- ▶ Allegations of Misconduct
- ▶ Bias-Based Policing Complaints





# Policy

## Key Policies / Procedures

- ▶ Response to Resistance / Use of Force
- ▶ Vehicle Pursuits
- ▶ Lineups (double blind)
- ▶ In-car video (review of video)
- ▶ Allegation of Misconduct
- ▶ Bias Based Policing
- ▶ Documenting race/sex on traffic stops

### Building Trust & Legitimacy

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# Policy

Find Anything

Advanced Search

Police Department

Background Forms

Building Diagrams and Maps

Command

Department Policies

001 Series - Introduction and Preamble

100 Series - Law Enforcement Role, Res...

100 - Response To Resistance (2019)

110 - Discretion (2019)

150 - Written Directive System (2019)

160 - Organizational Communication...

180 - Concurrent Jurisdiction (2019)

190 - Event Deconfliction (2019)

200 Series - Organization, Management, ...

300 Series - Personnel Structure and Pr...

400 Series - Law Enforcement Operations

500 Series - Operations Support

600 Series - Prisoner and Court-Related ...

700 Series - Other

800 Series - Communications

900 Series - Service Contracts

2000 Series - Collective Bargaining Agre...

Informational Bulletins

Legal Updates

Inbox 4

New

Reports

Help

Welcome, Jerrod

City of Saline / Police Department / Department Policies / 100 Series - Law Enforcement Role, Responsibilities and Relationships

100 - Response To Resistance (2019)

Edit On Desktop

Manage Document


1 of 10

— +

Print

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**Saline Police Department**

Chief of Police  
Jerrod S. Hart

Subject	Directive	Number of Pages
Response to Resistance	100	10

*"This Directive Supersedes All Previously Issued Correspondence Relative To This Topic"*

Accreditation Standards:	Effective Date	Revised Date
CALEA - 1.2.2, 4.1.1, 4.1.2, 4.1.3, 4.1.4, 4.1.5, 4.2.1, 4.2.2, 4.2.3, 4.2.4, 4.2.5, 7.4.3.1	04/18/2019	09/03/2019
MACP - 3.3.1, 3.3.2, 3.3.3, 3.3.4		

I. Policy

The value of human life is immeasurable in our society. Police officers have been delegated the responsibility to protect life and property and apprehend criminal offenders. The apprehension of criminal offenders and protection of property must at all times be subservient to the protection of life. In vesting police with the lawful authority to respond to resistance to protect the public welfare, a careful balancing of human rights and interests is required. Every person is entitled to respect and dignity. The ultimate value of human life serves as the primary guide to officers as they confront circumstances that may require a response to that resistance. Responding to resistance must be applied only as it is objectively reasonable.

II. Definitions [C 4.1.2; M 3.3.1 c]

A. Non-Lethal Response to Resistance – That response which is necessarily accomplished through effort to compel action against another's will.

B. Deadly Response to Resistance – That response which is intended to cause death or serious bodily injury or which is likely to cause death or serious bodily harm, regardless of intent.

C. Reasonable – A response to resistance is reasonable when all other reasonable means to accomplish the desired action have been exhausted or would clearly be ineffective under the circumstances.

D. Reasonable Belief – The facts or circumstances the officer knows, or should know, are such as to cause an ordinary and prudent person to act or think in a similar way under similar circumstances.

E. Probable Cause – Is present if the facts and circumstances known to the officer would lead a

Info

Discuss

Edit

Status

Published (09/03/2019)

Revised (09/03/2019)

Document Name

100 - Response To Resistance (2019)

Description

(None)

Folder

City ... / P.. / 100 Series - Law Enforcement ...

Tagged With

National Use of Force Incident Reporting

CJIS

LEEP

Investigation

Use of Force

You signed this document on 9/3/2019 4:08:18 PM.

Return to Inbox

https://powerdms.com/folders/105963

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## Serve Prevent Detect



# National Use-of-Force Data Collection

## Policy & Oversight

Developing comprehensive and responsive policies on key topics while also implementing formal checks/balances and data collection/analysis

## Building Trust & Legitimacy

Promoting trust and ensuring legitimacy through procedural justice, transparency, accountability and honest recognition of past and present obstacles

- Repository for Use-of-Force information
- Launched January 1, 2019
- Monthly Reporting - voluntary at this time
- What gets reported?
  - When the use of force by a law enforcement officer:
    - Results in a Fatality
    - Results in Serious Bodily Injury
    - Discharges a Firearm at, or in the direction of a person
- I began reporting our data (zero reports) early 2019.
- Historical data reported back to July 1, 2017.





# National Use-of-Force Data Collection

Jerrod Hart  
Profile

[Home](#) [Create](#) [Maintain Submissions](#) [Action Queue](#) [Report](#) [History](#) [Dashboard](#)

[Logoff](#) [FAQ](#) [Help](#)

## Incident/Zero Report List

Preferred Content

☐ Incident ☐ Zero Report ☐ Summarized Incident ☒ All

Grouping

Most Recent

Quantity

All

By

Last Modified

Refresh

Filter Reports

Incident/Zero Report List showing Most Recent by Last Modified

Preferences: Save

Agency	Case Number	Date	Modified	Status	Pending	Action
SALINE (MI8172800)	* Zero Report *	02/01/2020	03/03/2020	Local Reviewer Approv...		<a href="#">Review</a> <a href="#">View History</a> <a href="#">View Status History</a>
SALINE (MI8172800)	* Zero Report *	01/01/2020	02/24/2020	Publishable		<a href="#">Review</a> <a href="#">View History</a> <a href="#">View Status History</a>
SALINE (MI8172800)	* Zero Report *	12/01/2019	01/13/2020	Publishable		<a href="#">Review</a> <a href="#">View History</a> <a href="#">View Status History</a>
SALINE (MI8172800)	* Zero Report *	11/01/2019	12/03/2019	Publishable		<a href="#">Review</a> <a href="#">View History</a> <a href="#">View Status History</a>
SALINE (MI8172800)	* Zero Report *	10/01/2019	11/05/2019	Publishable		<a href="#">Review</a> <a href="#">View History</a> <a href="#">View Status History</a>
SALINE (MI8172800)	* Zero Report *	09/01/2019	10/01/2019	Publishable		<a href="#">Review</a> <a href="#">View History</a> <a href="#">View Status History</a>
SALINE (MI8172800)	* Zero Report *	08/01/2019	09/03/2019	Publishable		<a href="#">Review</a> <a href="#">View History</a> <a href="#">View Status History</a>
SALINE (MI8172800)	* Zero Report *	07/01/2019	08/01/2019	Publishable		<a href="#">Review</a> <a href="#">View History</a> <a href="#">View Status History</a>
SALINE (MI8172800)	* Zero Report *	06/01/2019	07/25/2019	Publishable		<a href="#">Review</a> <a href="#">View History</a> <a href="#">View Status History</a>
SALINE (MI8172800)	* Zero Report *	05/01/2019	07/25/2019	Publishable		<a href="#">Review</a> <a href="#">View History</a> <a href="#">View Status History</a>

Total Items: 26



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# Training


## Partnership - Ann Arbor PD Annual Refresher Training

Monday		Tuesday		Wednesday	
5 hours	Firearms & Firearms Simulator	2 hours	Community Policing	3 hours	Domestic Violence
2.5 hours	Legal Update Washtenaw Co Pro	4 hours	Fair and Impartial Policing	4.5 hours	CPR/1st Aid
3 hours	Standardized Field Sobriety	2 hours	Mental Health / VA Court	3 hours	Autism Awareness
		3 hours	Taser Update Training		



**Training & Education**

Emphasizing the importance of high quality and effective training and education through partnerships with local and national training facilities



**Officer Wellness & Safety**

Endorsing practices that support officer wellness and safety through the re-evaluation of officer shift hours and data collection/analysis to help prevent officer injuries

2019 Training - 581 hours

\*Hosted 16 days of training

2020 Training - 494 hours (YTD)

Hosted 6 days (YTD)

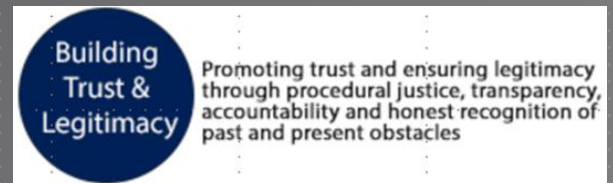
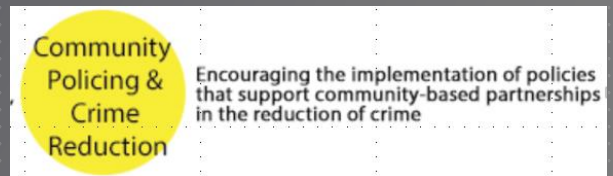
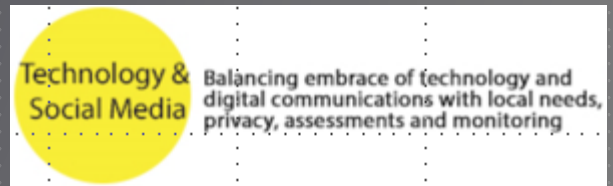
\*Hosting reduces OT for travel and has an economic development aspect as many attendees are from out of the area and eat local.



# SOCIAL MEDIA

87 Social Posts in 2019 / 2020 – 23 (ytd)

- Crime Prevention
- Chief for a Day
- Employee Appreciation
- Ice Cream with the Chief
- Lost Pets
- Training Classes
- Car Seat Inspection @ Saline PD



# SOCIAL MEDIA

 **Saline Police Department**  
Published by Jerrod Hart [?] · December 17, 2019 · 🌐

Thanks to the generosity of Saline resident Mike Gudith, we handed out five - \$100 gift cards on traffic stops yesterday. Mike won a "Pay it Forward" contest from Mike Staff Productions last week for this idea. Officer Chris Boulder did a great job locating citizens in need. You may notice bags of presents behind Chris. We also participated in the "Magic of Christmas" for those in need. We love our community, your generosity, and care & concern for each other. #community #partnerships #trust



YOUTUBE.COM

**Police hand out gift cards instead of tickets to motorists in Saline**

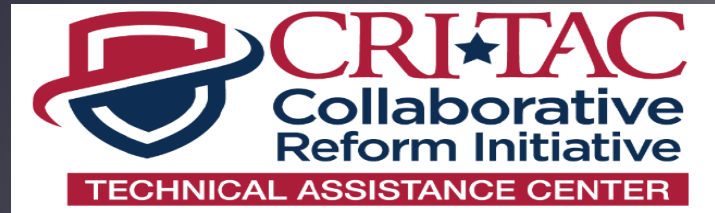
**Technology & Social Media** Balancing embrace of technology and digital communications with local needs, privacy, assessments and monitoring

**Community Policing & Crime Reduction** Encouraging the implementation of policies that support community-based partnerships in the reduction of crime

**Building Trust & Legitimacy** Promoting trust and ensuring legitimacy through procedural justice, transparency, accountability and honest recognition of past and present obstacles



# Pillars Influence Future Endeavors



## Department of Justice / Community Oriented Policing Services

- ▶ Submitted request for Strategic Plan in October 2019
- ▶ Approved February 28, 2020
- ▶ Mentor / Coach Retired Saginaw Chief Jim Golden
- ▶ Timeframe – 4-6 months





# Strategic Plan to Address All 6 Pillars

## Cri-Tac Review:

- ▶ Agency's mission, vision and values
- ▶ Structure
- ▶ Succession Planning
- ▶ Recruiting & Hiring
- ▶ Training
- ▶ Conduct a Strength, Weakness, Opportunity and Threat (SWOT) Analysis
- ▶ \$3,000 estimated budget (covered by DOJ/COPS)

### Building Trust & Legitimacy

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### Community Policing & Crime Reduction

Encouraging the implementation of policies that support community-based partnerships in the reduction of crime

### Policy & Oversight

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# Strategic Plan to Address All 6 Pillars

## Technology & Social Media

Balancing embrace of technology and digital communications with local needs, privacy, assessments and monitoring

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Encouraging the implementation of policies that support community-based partnerships in the reduction of crime

### Cri-Tac Partners:

- ▶ **National Organization of Black Law Enforcement Leaders**
- ▶ **National Association of Women Law Enforcement Executives**
- ▶ **Federal Bureau of Investigation – National Academy Assoc.**
- ▶ **International Assoc. of Campus Law Enforcement Admin.**
- ▶ **International Assoc. of Directors of Law Enforcement Standards & Training**
- ▶ **Fraternal Association of Police**
- ▶ **National Sheriffs Association**



# PILLARS INFLUENCE *FUTURE* ENDEAVORS

- ▶ **Increase Social Media Presence**
- ▶ **Facebook group – Faurecia Employees**
- ▶ **Continue to build new relationships / gather different perspectives**
  - ▶ **Brown Chapel Church AME**
    - ▶ **67<sup>th</sup> Annual Brotherhood Banquet Feb 28<sup>th</sup> EMU**
    - ▶ **Jay Melton Juneteenth & Black History**
  - ▶ **Saline Parents Against Racism (SPAR) My meeting with members of the group postponed due to COVID-19**
- ▶ **Preparing for future workforce**
  - ▶ **Gender Inclusion Policy Draft**
- ▶ **Building a workout facility in the basement of the PD**
  - ▶ **Officer Wellness and Fitness**



# QUESTIONS?



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