



**GERRISH TOWNSHIP POLICE
DEPARTMENT ANNUAL REPORT
2020**

This is the Annual Report for the Department highlighting the Staffing, Equipment, Training, Technology Updates, Collaborative Efforts, Accomplishments, Statistics and Community Partnerships for the 2020 calendar year.

Brian A. Hill
Chief of Police

Gerrish Township Police Department 2020 Annual Report

In an effort to show complete transparency and as a service to the Gerrish Township Board and the Citizens of Gerrish Township, I submit the following annual report for the period of 01-01-20 through 12-31-20.

Department Staffing

- **Currently the Department is funded for a staff of seven full-time Officers, one part-time Administrative Clerk and one part-time Custodian. The Department maintains Administrative hours from 7:00 a.m. - 4:00 p.m. Monday through Friday. The office has no Administrative hours on the weekend. At all times, an Officer is available through the Roscommon County Central Dispatch.**
- **This year we continued to operate one full-time Officer Position short due to a systemic shortage of Officer Candidates available throughout Michigan's academies and in the work force. There are many more positions available in the state than qualified police officer applicants to fill them. In response to the continued shortage, officers of the Department agreed to adjust schedules, work one-man units in the night time hours, alter our schedules to gain maximum amount of coverage to the Community and through the use of overtime hours worked by all. I am very proud of their attitudes and efforts for our community to step up and fill our needs, however it is not sustainable without an operational work load re-organization and prioritization of our service model if the position continues to remain non-filled.**
- **Our position has been posted and open in the academies in Michigan for almost a year with no luck in finding a qualified applicant.**
- **Despite the shortage, lack of manpower and adapting to the COVID-19 protocols being in place for most of the Calendar year, the morale of the Department remains healthy at this time.**

Department Units

- The Department has three Ford Explorer SUV All-wheel drive vehicles for patrol, a 2016, 2017 and a newly acquired 2020 (see photo below). We are not scheduled to replace any vehicles in the coming 2021 year. Our 2016 model suffered a failed engine and turbo chargers in 2020, thus a new engine and turbo chargers were put into the vehicle. The 2013 was sold by sealed bid. Patrol vehicles are generally retired when the vehicles reach approximately 120,000 miles on the engines. This is a standard in the industry as patrol units are worked much harder than the average privately owned and driven vehicles.



- The Department owns, continues to maintenance and operates a 2007 6x6 Polaris Ranger which is used in conjunction with the Fire/EMS Department. The vehicle was received from an outright donation grant by the US Smokless Tobacco Companies, who in a lawsuit were required to provide reparations to communities. They sponsor and giveaway approximately 70 units a year. I wrote the National grant back in 2007 and was lucky enough to have been awarded a unit. The unit is used in many ways to include search and rescue, ice rescues and anytime terrain prevents an ambulance to make its way to a scene. Over the years, we have used local grants to improve on the capabilities of this rescue unit. Many local partners to include ACT-NOW through its Public Safety Fund, Gerrish Township Police, Fire/EMS, Roscommon County Community Foundation (Morley Foundation Fund, Doug Allen Fire & EMS Fund, and General Fund) and the Higgins Lake Foundation have been major donors

to make this piece of equipment available to our community. Many thanks to all.



Department Equipment

- This year saw the retirement of our 20-year-old original model of XTS 5000 800 MHZ portable and mobile radios in our Department. The models being used were past product liability standards and the parts to repair same were becoming hard to find and in most cases obsolete. I embarked on grant searches and purchasing opportunities to replace all our portable and mobile radios with new APX 6000 portable radios and APX 6500 model mobile radios with a completely new template to include communication with surrounding Counties as regular talk groups in our channels without leaving our prescribed zone capabilities with our radios. Additionally, since our GTFD/EMS has now switched their communications to 800 MHZ, we are now able to enhance our communications with them on shared talk group channels. As no grants were available, I found a leasing to own option on a five-year program for the outright purchase price of \$44,000.00 worth of radios in a cooperative with the Motorola Corporation. We were able to obtain all equipment up front and are now using same with a payment just short of 10,000.00 in April each budget year with no penalty for early payoff at any time. I am happy to report that we believe that we will get to a large share of the total due on the lease in April 2021 as the condition of the current budget year remains in good shape at this time.
- We have replaced 8 desk chairs in the Police Department as they have been re-upholstered once in the last 20 years of ownership when the

building was built and now have mechanical and wheel components that are not replaceable.

Technology Updates

- Building on a large project started in the Spring of 2020, we continue to collaborate with all area Departments this year on an effort spearheaded by Roscommon County Central Dispatch Director Vance Stringham. The life of their dispatching software has met its usefulness and in looking into systems to replace same, he reached out to area Departments that use their services and we have collaborated on a new system that will provide Computer Aided Dispatch/Jail Management and Police Records Management platforms. In short, all local Law Enforcement will be on the same records management software platform. With this, we will all be able to access each other's databases in a read only mode. The product selected after we all reviewed the vendors was the Spillman-Motorola Flex solution. We have been working most of 2020 on assisting in building the report parameters, permissions and partitions as well as work flows for all entities involved so each Department has what works best for their Department's needs. The system will utilize real time information and we will be able to access same with our iPad's in the vehicles. From investigation and data sharing, multiple hours of investigative time will be saved in gathering information manually from area Departments and Dispatch itself. As well, we will all have access to each other's records within certain parameters. We will see Dispatch information live while it is being added while en route to calls. There will be key stroke savings as already entered data can be shared through a press of a button. Photos of individuals will be available in the patrol units to assist in identifying folks that are uncooperative in giving information or inaccurate information to avoid detection. Administrators have been busy all year with meetings, trainings and actual programming functions in preparation to change over. Officers will begin end user training in February and March for an anticipated go-live date of April 20, 2021.
- Additionally, we saw the complete separation of our Police Department server from the General Township server and a conversion of our phone systems to VOIP. As well, we have had many new technical adjustments to accommodate the secure transmission of data necessary to accept the new Motorola CAD/RMS/JMS system coming soon.
- Following our Technology Plan, we replaced computers at two workstations as they have aged out accordingly.

Noted Training

This year, our Department recorded 545.5 contact hours of training in various topics during the year. Some highlighted notable training appears below:

- In order to keep up with the constantly changing training needs, the Department contracted with on-line training partner, Virtual Academy. We selected same as the program provides relevant, documented training that also automatically reports to our State licensing body Michigan Commission on Law Enforcement Standards (MCOLES) each Monday morning of the training accomplished.
- Our newest employee received 40 hours of the required Michigan Radar training to become a certified Michigan radar operator.
- Chief Hill and Lt. Patchin attended the MACP Professional Development Winter Conference in Grand Rapids in early February.
- All Officers received training in Racial Profiling and Implicit Bias as required by recent police reforms.
- All Officers received training in Cultural Competency and Diversity as required by recent police reforms.
- All Officers received training in De-escalation Techniques and Philosophy as required by recent police reforms.
- Other notable trainings conducted this year in house are Firearms (knowing firearm mechanisms/classroom portion) and Firearms qualifications and proficiency at the range. All Officers qualified with the four primary weapons we carry and that are available during patrols.
- Officers received training on the Deadly Force Department Policy and the Use of Force Continuum.
- All Officers are proficient in the use of the Department's Controlled Electronic Weapon (Taser) and understanding its components as well as scenario driven training and decision making.
- All Officers have been trained in CPR and AED usage as well as First Aid with proper licensing.
- All Officers are trained in the use of the Opioid antagonist Naloxone for use on patients that have overdosed. Additionally they are trained for the proper first aid post administration.
- All Officers were re-certified in use of the Law Enforcement Information Network (LEIN). Other applicable Department members were trained at the key additional responsibilities required by LEIN.
- Management positions received training by the National Tactical Officers Association in Incident Command at a Command Post.
- The entire Department participated in a joint county simulated tabletop Active Violence Incident exercise at the Roscommon County Courthouse.

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- All Officers received training in the operation of Unit #241, the Department Rescue vehicle.
- In accordance with personnel dangers in a COVID-19 pandemic year, Officers trained in the proper doffing and donning of the supplied Personal Protection Equipment as well as training on Bloodborne and Airborne Pathogens.
- Additionally this year, I developed new COVID-19 pandemic temporary policies and we trained on the items contained in the policy to attempt to keep us safe at our work place.

Collaboration Items in 2020

- This year, we continued to partner with Building/Zoning Administrator Jason Jansen in the identification and enforcement of our new Long-term Rental Properties Ordinance in Gerrish Township. Responding to many unsafe and deficient properties on calls for service in the past several years to include insufficient heat sources, unsafe flooring and general structural decline causing one to be concerned about the health and welfare of tenants prompted the Ordinance enactment in 2019 and subsequent enforcement of its provisions in 2020.
- The Department sent out proactive letters with information and brochures to our Township Short-term rental property owners explaining issues dealt with this past summer in regard to PA 56 and the Roscommon County ORV Ordinance.
- The Department continues to participate in the Handle with Care (HWC) collaborative effort in partnership with the Children's Assessment Center and the local schools. The program has the Officer send a simple form with very limited information that a child may have experienced trauma at a recent Police call for service and the child may be experiencing a difficult day at school the following day.
- The Department partnered with area Law Enforcement, Prosecutor's office, Roscommon Area Public Schools, Houghton Lake Community Schools, COOR Intermediate School District, MDHHS and the "Pathways to Potential" program administrated by the MDHHS to establish policies for the schools to assist Law Enforcement and the courts in dealing with "truant" on-line issues. These issues include students not doing assignments, failing to check in with teachers as required and simply being "educationally truant" in the on-line learning environment due to COVID-19 pandemic governmental educational orders. The program will also address barriers that the families have to be compliant such as home insecurity (evictions), no internet at home, student behavioral issues and many other issues experienced by the parents and children involved.

- This year we continued the many community partnerships despite the need for re-thinking and re-vamping the events that we controlled to assure that they were COVID-19 conscious and safe. I am pleased to report that we were able to continue our community events in the Fall of 2020 to include a Glow Golf outdoor event, Trunk or Treat drive-thru event, Shop-With-a-Cop, Kids Helping Kids at Christmas (Foster Kids Christmas), and a Turkey Drop to nominated Senior Citizens. These collaborations were all made possible by fellow partners to include ACT-NOW, Roscommon County Community Foundation, Michigan Department of Health and Human Services (Foster Care Workers), Roscommon Rotary & Interact Club, RHS National Honor Society, Houghton Lake Rotary & Interact Club, Roscommon County Sheriff Department and many other various businesses along the way. Tough year, but we got it done!
- We continued our partnership with the Tip of the Mitt Watershed Council in collecting and properly disposing of the collected discarded prescription drugs. We are currently averaging over 100 lbs. a year that are discarded in our drug drop box.
- I continue to serve as the 911 Technical Board Chairperson for Roscommon County.
- I continue to serve the Michigan Association of Chiefs of Police (MACP) as a Past President of the organization and a de-facto member of the Executive Board. Additionally, I continue to serve as the organization's Legislative at-large appointment. This group analyzes all Law Enforcement legislation to take a position for the organization and work on lobbying our Representatives and Senators on behalf of MACP and law enforcement in Michigan.
- I additionally attend the Local Emergency Planning team meetings that occur to discuss and formulate plans for Emergency Management within the County.
- I am currently one of three Law Enforcement Administrators selected to sit with the Roscommon County Emergency Operations Center in the event of an activation in the County.
- We continue to be a member of the multi-disciplinary team at the Northern Michigan Children's Assessment Center to review child abuse/neglect and sexual assault cases in our County.
- This year, I was elected to the Northern Michigan Children's Assessment Center (NMCAC) board as a Law Enforcement representative.
- Additionally to my appointment on the NMCAC Board, I was elected to be the Chairperson of the Executive Board of Officers for same.
- Our Department continues its work with our Gerrish Township Community Emergency Response Team which helps augment our Public Safety in the Township when our services are overloaded due to natural weather events,

special events in the community and as a member of 7th Region Homeland Security umbrella agency.

- This past year we embarked on a collaboration with the Roscommon County Area Church Ministries and MDHHS in assisting with the monthly Food Distributions to address food insecurities in the County. Our CERT team and GTPD assisted with providing traffic control for these events that occurred at the Roscommon Area Public Schools bus garage. We provided for drive-thru, stay in car events for the food delivery in a COVID-19 safe environment.

The Department continues many collaborations and partnerships for community involvement. I have attached a 2020 ACT-NOW Annual Report of activity demonstrating our daily collaboration with our community partners. This is demonstrated by our numerous commitments to fundraising and enhancing our community. (See attached reports of highlights of GTPD/ACT-NOW collaboration and our listed partners.)

Statistics and Information of Interest

The Gerrish Township Police Department responds to a variety of calls for service that are generated in many ways. Calls for service may come from Central Dispatch or they may come in directly as walk-in or telephone complaints to the Police Department during Administrative hours. Additionally, calls for service are generated by people that come to the Gerrish Township Hall and leave their complaints with officials or office staff from that location. In all cases, the information is centrally vetted through the Roscommon County Central Dispatch and an Officer handles the particular call for service.

The past year saw a total of 1601 calls for service requiring written documentation for the Police Department in 2020. This is down from 1697 calls for service in the same period in 2019. This is not a surprise as our Department was in a very tight Covid-19 protocol along with the general public during April and May, 2020. Overall in analyzing the data from 2019 to 2020 in the same reporting period. The following highlights are worth noting:

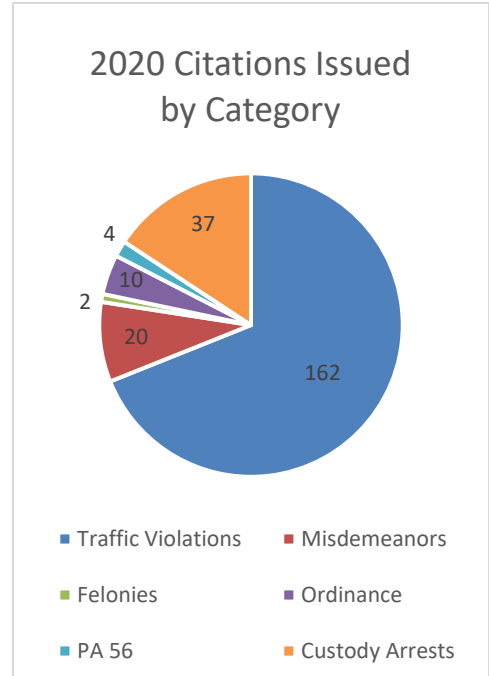
- Reported Breaking and Entering residential/commercial remain exactly the same as 2019 data that showed down 69%
- Reported Assaultive Crimes are up 7.8%
- Reported Larceny/Theft was up by 50%
- DWI or OUID's were down 20%
- Fraud activity statistics are unchanged
- Sexual Assaults/Child Abuse Neglect showed a decrease of 25%
- Malicious Destruction of Property are unchanged

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- Reported Ordinance complaints showed a large increase due to the lack of the usual enforcement wave in the spring of 2020 due to COVID-19 protocol. The Department made their way through 180 various Ordinance case files in the fall of 2020 with little court activity from non-compliance.

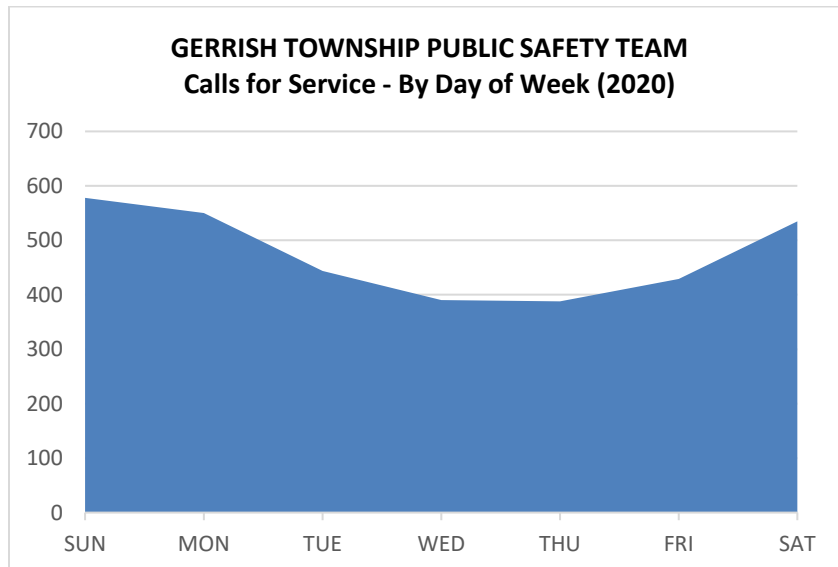
The Department issued 198 Citations in 2020 broken down with charges as follows (see Pie Chart):

- Traffic Violations 162
- Misdemeanor Violations 20
- Felony Pended Warrants 2
- Ordinance Violations 10
- Public Act 56 Violations 4
- Custodial Arrests 37



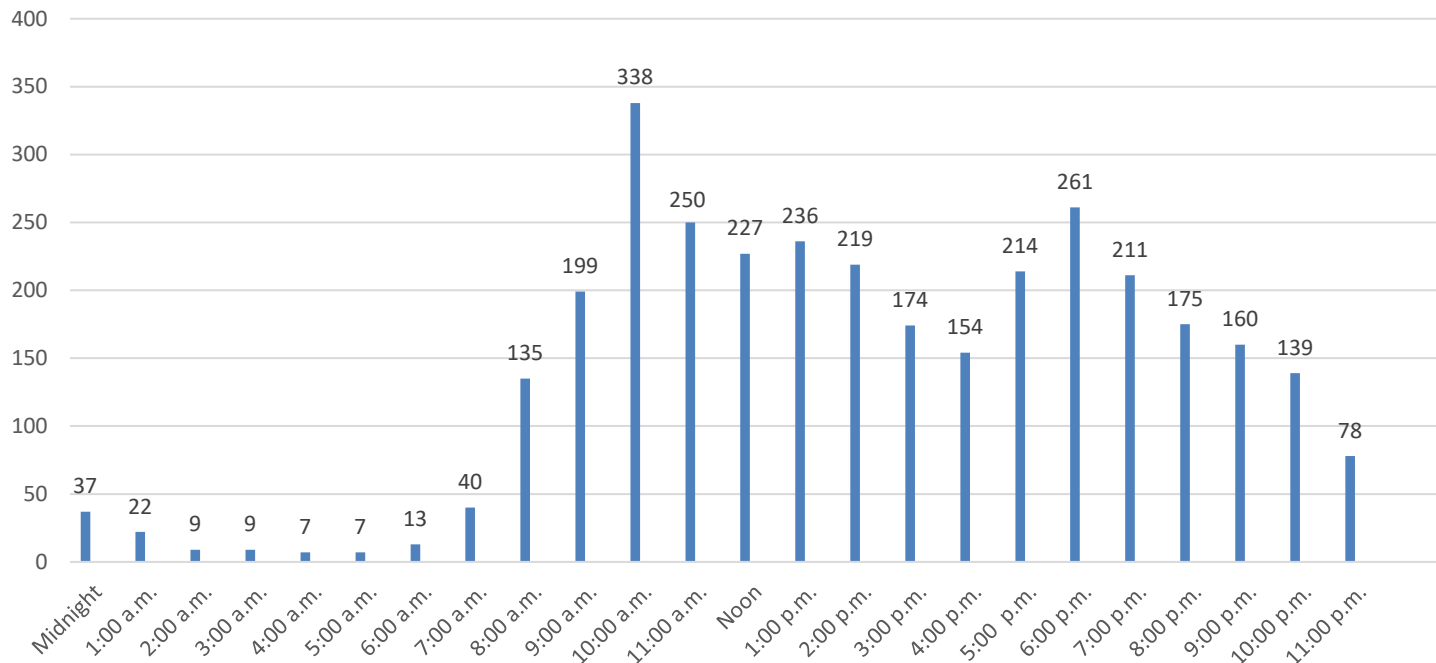
The Department’s seasonal House Check program yielded 1027 checks of individual residences/businesses that file each year for unoccupied residence checks during various periods throughout the year. These also include frequent checks of the Storage Units located in the Township.

Gerrish Township Public Safety Team as a whole generated various responses to 3314 calls for service per Central Dispatch CAD statistics. Those reports show the total statistic stated and additionally the statistic that breaks down those 3314 calls for service by day of the week and hour of the day broken into 24 hours by each hour. Sundays were our busiest days by call volume in 2020 and the greatest number of calls occurred around 10:00 a.m. (see Charts Below)



DAY	# EVENTS
SUN	578
MON	550
TUE	444
WED	390
THU	388
FRI	429
SAT	535
TOTAL	3314

GERRISH TOWNSHIP PUBLIC SAFETY TEAM Calls for Service - By Hour of Day (2020)



We continue to operate and measure our progress and success each year based on our Organizational and Operational Goals for 2019-2022. We have drafted same to follow when making operational, financial, equipment and technology decisions as they relate to our police services. (See Attached Documents)

The Department is proud to report that we have finished all our policy reviews and have re-formatted and updated our 426-page Police Policy & Procedure Manual. The document is now in a position where we can properly prepare for an attempt at becoming an accredited agency with the Michigan Association of Chiefs of Police in the near future.

Additionally, proper policy adjustments have been made in 2020 to accommodate the Presidential Executive Order #13929 for Safe Policing. Our Department was notified recently that our policies that include two mandatory proofs of compliance regarding the use of chokeholds and 12 recommended standards to be certified federally have been certified through the Michigan Association of Chiefs of Police who are the clearing house for certification for the U.S. Department of Justice. Currently we are one of the first 140 agencies in Michigan to have that success. There are over 600 agencies in Michigan.

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In closing, many great things are happening and continue to happen in our Higgins Lake community. I appreciate the board and the community support throughout the year as we work on goals, objectives and plan for our community needs each year. Cheers to a Happy New Year and prayers for a healthy and safe Country in 2021.

Respectfully Submitted,

Chief Brian A. Hill

Chief Brian A. Hill, #17-1



**3075 E. Higgins Lake Drive
Roscommon, MI 48653
(989) 821-5207**

ACT NOW is a 501(c)(3) Non-Profit Organization
“Neighbors with Police...Caring Together for Our Community”

2020 Annual Report

Many fundraisers and events were cancelled this year due to the COVID-19 pandemic and Governor’s orders.

Listed below are the events that we were able to modify and safely hold:

- 06/05/20 Awarded two \$1,000.00 Scholarships to RHS Seniors Karlee Erickson and Bailey Warson
- 07/20/20 Held the Annual Meeting (no picnic) at the Gerrish Twp. Outdoor Pavilion area
- 09/08/20 Fall Road Clean-Up (MDOT Adopt-A-Highway Program)
- 09/12/20 Glow Golf Fundraiser to benefit ACT NOW & the Gerrish Twp. Police Dept. (Raised \$4,389.68)
- 09/18/20 Annual Law Enforcement Torch Run for MI Special Olympics Virtual Event (Raised \$710.00)
- 09/01/20 - Shop-With-A-Cop Stuffed Animal “Tie Dye Turtles”
- 12/31/20 Fundraiser done through social media and local sales (Raised \$1,702.53)
- 10/31/20 Held Annual Trunk or Treat with Gerrish Twp. Police Dept. Drive-Thru Event (Spent \$1,942.07)
- 12/22/20 Annual Shop-With-A-Cop Program (Supported 8 local families including 28 children and 15 adults) Spent \$3,628.74

April donated \$1500.00 to the “Face Mask Project” to pay for supplies for volunteers to make face masks for public safety agencies as there was a shortage for these items when the COVID-19 pandemic began.

May-October “Scrap Metal Project” (Raised \$1,363.93)

Assisted 2 families that found themselves stranded in our community with no funds to pay for overnight lodgings (\$172.90)

Assisted one family with Home Energy Assistance costs (\$288.71)

Purchased a new portable PA system for use at meetings, events, etc.
Paid ½ cost for a new ice maker at the Gerrish Fire/EMS Department.

Sponsored 6 individuals at The Lion's Den MBTC for Christmas.

Honored two retiring ACT NOW Executive Board Members with Appreciation Awards (John Klein & Kelly Kirkpatrick).

Made annual donations/supported the following groups/organizations:

- Northern Michigan Children's Assessment Center
- Roscommon County Community Foundation
- Kids Helping Kids Program (Foster Children Christmas)
- Gerrish Township CERT Team
- Friends for Safe Schools "Boot" Program
- Department of Health & Human Services "Pathways to Potential" Program
- Kids Helping Kids Foster Christmas Program through the Roscommon County Sheriff Department's "NO SHAVE" Fundraiser



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“Neighbors with Police...Caring Together for Our Community”**

COMMUNITY PROGRAMS & PROJECTS SUPPORTED BY ACT NOW

GERRISH TOWNSHIP C.E.R.T. (Community Emergency Response Team) \$9,350.00 *

20 trained volunteers who are ready to be deployed when called upon. They hold annual meetings, exercises and trainings under the direct supervision of the Gerrish Township Police Department. They receive 20 hours of training to become certified members who can help the community by providing critical support by giving immediate assistance to victims, providing damage assessment information and organizing other volunteers at disaster sites. They are also trained to assist the local and state emergency services and perform such duties as shelter support, crowd control, evacuations, first aid and search and rescue. The Gerrish Township CERT team was established in 2006.

KIDS HELPING KIDS PROGRAM \$48,243.00 *

Currently planning for our 13th Annual program that furnishes gifts and a holiday meal for approximately 50 foster children and their families at Christmas. We partner with the local Department of Health & Human Services and provide a little extra for the foster children as the state only provides a \$25.00 gift card for each child during the holidays. Kids from our local schools, youth groups and organizations volunteer to shop for the gifts, wrap the gifts and work the night of the event as “elves” passing out gifts and serving the food.

SCHOLARSHIP PROGRAM \$20,000.00 *

ACT NOW awards two \$1,000 scholarships to Roscommon High Schools graduating seniors each year. The scholarships are awarded based on GPA, community service and need. The scholarships are based on the value and importance of community service as seen through the eyes of the youth applicants. The scholarship program was established in 2008.

SHOP-WITH-A-COP PROGRAM \$72,748.00 *

2021 will mark the 20th Annual Shop-With-A-Cop program where officers take one child from each of the selected families shopping for gifts and treats them to a meal afterwards. These families are selected through an application process in which the officers work with the local schools to locate children and families that are in need of assistance at Christmas time. This is not only a way to give to those in need but to also encourage positive law enforcement interaction with the children. To date we have brightened the holiday season for 148 families, 249 adults and 530 children. Our community group gathers to wrap all the gifts and the officers deliver the gifts just a few days before Christmas.

TRUNK OR TREAT \$21,458.00 *

2021 will be the 13th Annual Trunk or Treat which is held on Halloween night each year. This is a huge community event for children and families. Participants decorate their vehicles and set up on the outdoor park area behind the Gerrish Township Hall and pass out candy to hundreds of

[1]

***Denotes amount donated since
program/project inception
TOTAL \$200,088.00**

kids each year and the “trunks” are judged and prizes are awarded for “Most Creative,” “Scariest” and “Best Decorated.” Random participation drawings are included for everyone who puts a trunk in the event. Approximately 900 - 1,200 people attend this event each year.

GERRISH TOWNSHIP PUBLIC SAFETY FUND \$10,549.00 *

This fund supports the Gerrish Township Public Safety Services (Police, Fire, EMS) with helping to sponsor public safety programs and projects such as the CERT team with their Trailer Project, Fire Safety Week for the school children, providing child safety car seats through the Crawford Roscommon Child Protection Council and helped provide the Police Department’s original Drug Drop Box, just to name a few.

HOME ENERGY ASSISTANCE FUND \$17,740.00 *

This fund provides citizens with heating assistance costs in the winter when all other resources have been expended. In the past it has provided furnace repairs, wood, fuel, propane and propane tank installations and/or repairs.

ACT NOW also sponsors other community groups and organizations each year such as the Special Olympics of Michigan Law Enforcement Torch Run, Northern Michigan Children’s Assessment Center, Roscommon Area District Library, Roscommon CRAF Center, Roscommon Bucks Marching Band, Roscommon Senior Project and Higgins Lake Sunrise Run.

ACT NOW also hosts an Annual Meeting & Picnic every July to thank the members and volunteers. We keep our members and community aware of our meetings, events and fundraisers via our G.A.P.S. Monthly Newsletters, emails, web posts and social media outlets.

ACT NOW also does an Annual Scrap Metal Project from April – October as a way to promote recycling of metal and cleaning up our neighborhoods and community and also participates in Road Clean-Up through the MDOT Adopt-a-Highway program twice a year in the spring and the fall.

ACT NOW holds an Annual Golf Outing every August, a Glow Golf Fundraiser in the fall and Bowling Tournament Fundraisers throughout the year as a way to raise money for all of our great community projects and programs and in the past have held large successful ATV Raffles, Getaway Package Raffles and Cash Raffles. ACT NOW has been a non-profit 501(c)(3) organization since June 10, 2009 and has an Executive Board with nine voting members and two non-voting advisory members with a general membership of over 200 citizens.

Our Mission:

We, the Advisory Community Team – Neighbors On Watch (ACT NOW) are committed to benefit the people of Gerrish Township by promoting the preservation, appreciation and improvement of the physical, social and aesthetic qualities of all Gerrish Township neighborhoods, through benevolent actions.

Gerrish Township Police Department 2019-2022 Organizational Goals

1. Maintain a stable, experienced Police Department with the same officers in place as are currently employed.
2. Will be committed daily to fostering an environment of respect and support from the entire Township Board for the training, experience and decisions recommended by the Police Department to the entire Board for the good of the Gerrish Township Community.
3. Will be committed daily to fostering an environment of respect within the Police Department to show the utmost respect of Board decisions both within the Department and in the Community.
4. We will strive to achieve seamless communications between the entire Board and the Police Department.
5. Maintain a stable and strong partnership with the Gerrish Fire/EMS, its membership and Command staff
6. We will continue to foster the growth and assist with branding the ACT-NOW partnership as a visible and valuable asset to our Community.
7. Review and amend SOP's so they are consistent with current practice and/or needs.
8. Continue to maintain the achieved seamless integration with the Community Emergency Response Team (CERT) as it relates to the Gerrish Township Emergency system and increase membership participation
9. To continue support to review and amend any/all ordinances requiring such so that they are more palatable to the residents and enforceable by the Police Department. Encourage the entire Board to entertain and accept the proposals by the Police Department as valid trained input into the process.
10. Continue to strengthen the Emergency Management plan for Gerrish Township that will seamlessly blend into the County Emergency Management Plan to assure that Gerrish Township Citizens will be prepared and cared for during times of need.
11. Will maintain our commitment to a Low Crime rate through the use of continual analysis of time and data information in correlation with personnel scheduling.
12. We will participate in collaborative investigation with other agencies and entities as necessary to assure that our Crime is low and conducive to an attractive place for people to settle in.
13. We will stay true and focused to our Department's Missions and Visions.
14. We will always remain mindful of cost containment to our Township residents, without subjecting them to unreasonable risks.
15. We will explore revenue generation opportunities when available and present to the Township Board to assist them in controlling costs to the Township.
16. Inform the public on department events, happenings, statistical information, trainings, etc.

Gerrish Township Police Department 2019 - 2022 Operational Goals

A. Training

1. We will strive to obtain, practice and maintain the Technical training necessary to serve our Community professionally i.e. Accident Investigation, Evidence Technician, etc. as operationally possible.
2. We will strive to obtain, practice and maintain as much Leadership training as operationally possible.
3. We will continue to mentor each other through experiences of fellow Officers.
4. We will Partner with other Departments and communities to share resources.
5. Will use manpower more collaboratively in an effort to control costs for Gerrish Township.
6. We will collaboratively work with Emergency Service branches to plan for and mitigate hazards within Gerrish Township.
7. We will strive to practice and maintain safety through Officer's experience, training, classroom instruction, updated case law information, as well as training interaction with other departments for the safety of all Officers.
8. With the rise of computer crimes, we will strive to obtain training in computer forensics to aid in the investigation of these types of crimes.
9. We will actively recruit and train new CERT members to replace volunteer CERT members leaving by attrition.

B. Community Policing

1. We will maintain Department wide commitment to ACT-NOW and its missions.
2. We will strive to continue flourishing and nurturing the Community Policing philosophy.
3. We will continue to encourage our staff to be participative in Community events as an example of our commitment to our Community Policing initiative.
4. We will continue to mandate **all** of our Officers to be Community Police Officers.
5. We will embrace Social Media as a positive proactive way to communicate effectively with our Community.
6. We will maintain Department wide commitment to CERT and the citizen/community commitment to providing its services to the community.

C. Technology

1. We will strive to be a technology leader amongst our peer Departments.
2. We will strive to keep up with technology – improving communications with area departments to include platforms and data base sharing.
3. We will seek to partner with our area Departments to make the technology

more affordable through cost sharing etc. as they are proposed or proposed by us.

4. We will work with area departments and EMD towards collaborative grants to afford technology.
5. We will strive to embrace new Community events and explore the technologies to expedite communications with our Community.

D. Work Environment

1. We will make decisions collaboratively that are best for the Gerrish Township Police team using solid decision making models through inclusion of the entire Police Department team.
2. We will maintain an open positive work relationship with all our customers defined as fellow Officers, Civilian employees at the Police Department, Gerrish Township Emergency service partners, fellow Gerrish Township employees and the Gerrish Township Board.
3. We will maintain Interpersonal relationships in the Department that are friendly, open, creative and at all times Team spirited and motivated.
4. Since our work environment traverses the Community, we will strive to stay communicative and inclusive of our Community in the decision making processes.
5. We will maintain a professional, positive atmosphere as we work with other Criminal Justice Agencies as we solve the community problems together on a day to day basis.
6. We will bolster appreciative “positive” communications from the public directed to officers by sharing with the Township Board.
7. We will strive to strengthen our partnership with Gerrish Fire/EMS by joining together on issues that promote collaboration with our community.

E. Ethics, Integrity and Respect

1. We will lead our internal and external partners with ethics and integrity by focusing on decision making that is legal, ethical, and moral on all matters that affect Gerrish Township. All decisions must be reviewed using this criteria.
2. We will strive to lead other internal and external partners to give and receive professional respect as necessary for our organization to function with continuity.
3. We expect ourselves to hold each other to the highest ethical standards on a daily basis.