



Police Department

Police Department Overview

- GRPD currently has 305 sworn officer allocations and 121 non-sworn to serve a community of approximately 203,000. In FY22 GRPD Hired 21 Officers, 12 of these were hired through the sponsorship program. Historically the sponsored academy classes have consistent higher percentages of minority and women hires. We plan on continuing running two academies a year, if supported by Commission.
- By September of 2022 we expect staffing to be at 290 Sworn officers, just 15 below authorized strength.
- The department responds to approximately 76,000 calls for service each year within its five geographical service areas.
- The department currently holds accreditation through CALEA for the police department and the Public Safety Answering Point (PSAP). Additionally, the Latent Print Unit also obtained National Accreditation through the American Association for Laboratory Accreditation.

Community Partnerships

- In 2021, the Homeless Outreach Team expanded to 12 members, including 4 police officers, 3 firefighters and 5 Network 180 professionals. HOT members went through additional training this past year, in Trauma Informed Care, Stages of Change, Implicit Bias and Human Trafficking.
- Launched GRPD and Mobile Crisis Response Unit in January with Network180 as a pilot program to improve outcomes to service calls involving mental health and/or substance use crisis.
- Housing Code Enforcement: This proactive and collaborative effort has led to fewer calls for service, fewer welfare/medical checks, long-term solutions that benefit individuals and neighborhoods, fewer condemnation proceedings, and better fire prevention efforts.

Police Department Training

- Trainings are focused on scenario-based decision-making and de-escalation. Training topics in 2021 included:
 - Recognizing Implicit Bias
 - Use of Force Recertification
 - Force on Force Simulations Scenarios
 - De-escalation/Non-Biased Decision Making/Trauma Resiliency
 - Crisis Intervention Training
- Moving forward: A comprehensive review of training and collaboration with the Office of Oversight and Public Accountability. OPA will be receiving additional funds for this purpose.
 - Additional Cultural Competency
 - Procedural Justice/Implicit Bias
 - Opportunities for Community Participation

Police Department Crime Prevention/Violence Reduction

- Partnering with the Urban League and OPA on Cure Violence Grand Rapids (CVGR).
- Data-Informed Community Engagement (D.I.C.E) to engage in collaborative problem-solving initiatives with our community & maximize the use of data to provide timely and accurate intelligence.
 - Police Department used crime data to tailor outreach to address neighborhood-specific types of crime (campaign to lock your car and take your keys; Safe Streets Campaign)
 - Coordinated regular meetings between police and neighborhood association staff and volunteers to share information and best practices

Accomplishments and Current Initiatives

- Drive for Success partnership with Boys & Girls Clubs - 22 students participating to remove cost barriers to professional driver education and improve safe driving skills
- 45 Crisis Intervention Training (CIT) officers with more scheduled for training
- Clergy on Patrol - faith leaders are paired with officers to build bridges in community
- CLEAR - voluntary program for parolees and returning citizens; recidivism rates drops from an average of 28% to 15% for people who attend at least 4 meetings
- Collaboration with GRCC and GVSU Law Enforcement programs and leadership
- Recruiting - focusing on diversity, removing barriers where possible
 - eSOPH Background software
 - Two Sponsored Academy classes in 2022
 - Planned travels to neighboring states to visit Military Bases and Historically Black Colleges and Universities (HBCUs)
 - Outreach with Diversity and Inclusion and Multicultural Organizations at in-State Colleges

Chief's Engagement Plan

- Expand the Police Chief's Advisory Team
- Continue conversations with ACLU, LINC-Up, NAACP, the Urban League, Neighborhood groups and others
- Listening sessions with faith-based organizations
- Continued outreach and listening sessions with the immigrant and refugee community
- Partner with OPA to obtain community involvement in training
- Input from community surveys

Chief's Sixty-Day Action Plan

- Complete review of Departmental policies and procedures
- Review all non-state mandated training
- Review of police equipment
- Review and consider different deployment strategies for sworn staff
- Establish a team to work on the continuation of the strategic plan
- Evaluate and update civilian Chief of Staff job description and responsibilities

Summer Safety

- YTD 136 firearm-related aggravated assault incidents
- YTD 6 Homicides (4 gun-related)
- Over 200 firearms recovered
- Community engagement on crime
- Continued partnership with Cure Violence



May 20, 2022

The Combined Auto Theft Taskforce is encouraging everyone to be aware of recent vehicle thefts, especially those with KIA and Hyundai models with a standard key ignition. These stolen vehicles are often then used in other serious crimes, including recent shooting incidents, and then abandoned.

The Combined Auto Theft Taskforce is actively investigating these recent thefts, but we all have a part to play in keeping our communities safe. While some makes and models are more attractive to thieves, we recommend everyone take steps to protect vehicles from theft:

- Park in well-lit areas near buildings and/or cameras.
- Park in a garage if possible.
- Always remove valuables from your vehicle.
- Always lock your vehicle.
- Activate the alarm system on your vehicle.
- Use a locking mechanism on your vehicle, such as column collars, steering wheel locks or brake locks.
- If you have home surveillance cameras, park in the camera view if possible.
- If you see something, say something. Report all suspicious activity.

These thieves can be extremely dangerous, so do not attempt to interact with them.

Please report suspicious activity and crimes while they are happening by calling 911. To report suspicious activity or crimes after the fact, call your local law enforcement's non-emergency line. You can also submit an anonymous tip through [Silent Observer](https://www.silentobserver.org) at 616.774.2345 or [SilentObserver.org](https://www.silentobserver.org).

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