Michigan Association of Chiefs of Police

MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM

Onsite Final Report

City of Grand Blanc Police Department

First Reaccreditation

Date of Onsite: April 16th, 2025

Team Leader: Nathan Webster

Team Member: Adam Byrd

A. Agency Name, CEO and AM:

City of Grand Blanc Police Department
203 E. Grand Blanc Rd.
Grand Blanc, MI 48439
(810) 694-1111

Agency CEO:
Chief Brian Lipe
blipe@cityofgrandblancmi.gov

Accreditation Manager
Lt. Bryan Byarski
(810) 694-1111 ext. 236
bbyarski@cityofgrandblancmi.gov

B. Date(s) of the On-Site Assessment:

Wednesday, April 16th, 2025

C. Assessment Team:

1. Team Leader: Nathan Webster, Captain
   Bay City Department of Public Safety
   501 Third St.
   Bay City, MI 48708
   nwebster@baycitymi.gov
   (989) 892-8571

2. Team Member: Adam Byrd, Sergeant
   Van Buren Township Police Department
   46425 Tyler Road
   Van Buren Township, MI 48111
   abyrd@vbtmi.gov
   (734) 933-1356

D. Community and Agency Profile:

1. Community Profile



The City of Grand Blanc is located in southeast Genesee County 10 miles south of Flint and 60 miles north of Detroit. The City occupies an area of approximately four (4) square miles. Current population, as determined by the 2023 U.S. Census, is 7,925. Previous census counts are as follows: 1980 - 6,848, 1990 - 7,760, and 2000 - 8,242.

"Grand Blanc", which literally means "Great White", was originally settled by Chippewa Indians. French traders arrived before 1800 and gave the town its name. By 1823, pioneer families began setting up trading posts and settling on the abundant farmland which sold for $1.25 an acre. The railroad added more work and growth to the small community in 1862. The village of Grand Blanc was the first in the state to consolidate its schools in 1904. Grand Blanc adopted its City Charter on March 4, 1930.

The City is currently served by an appointed City Manager, an elected Mayor and six (6) elected Council Members.

Today, residents of Grand Blanc are fortunate to have many services and programs available to them. Parks and Recreation activities, Senior Citizen services, McFarlen Public Library programs, and Community Education courses are available to satisfy many diverse interests. The Heritage Museum preserves the history of the area. Our school system is one of the best in the State of Michigan. Opportunities for shopping and dining are available in the city, as well as medical and dental facilities. Churches of all denominations are present throughout the area. Bus, train, and air transportation are easily accessible.

Grand Blanc, priding itself on its small-town atmosphere and friendliness, is an excellent community in which to work and live.

2. Agency Profile



The Grand Blanc City Police Department was created at the same time as the city was incorporated in 1930. The department consists of 20 personnel, eighteen of which are sworn and 2 civilian support techs. The department is organized into three major areas, administration, operations, and support services. The police department is a full-service, 24-hour operation. Operational services include patrol and community policing. Support services include Records, Investigations, and School Resource. The Records department is open Monday through Friday, 9 a.m. to 5 p.m. The department has an annual operating budget of over $2.2 million for the current year.

Sworn personnel consist of the Chief of Police, a Lieutenant, two Patrol Sergeants one of which is our K9 Officer, one Detective Sergeant who oversees Investigations and School Resource, two School Resource Officers, a Detective assigned to G.A.I.N (Genesee Auto-Theft Investigation Network), and 10 road Patrol Officers. Of our Civilian Support Techs, one is assigned to Records and one to Investigations.

3. CEO Biography



Chief of Police, Brian Lipe, began his service with the City of Grand Blanc in September 2014.

Chief Lipe graduated from Flint Holy Rosary High School and received a bachelor's degree in criminal justice from Ferris State University. He is a graduate of Michigan State University's 2nd School of Staff and Command and the FBI National Academy 244th Session. Additionally, Chief Lipe is the recipient of a Master's Degree in Public Administration from the University of Michigan – Flint (2018).

While serving eight years in the U.S. Army Reserve, he was called to active duty in 1997 and deployed to Augsburg, Germany in support of the Operation Joint Guard mission in Bosnia.

Chief Lipe's previous police experience includes over 20 years with the Saginaw Police Department, serving as Officer, Sergeant, Lieutenant, Deputy Chief and finally, Chief of Police. Additionally, he served on the Saginaw Emergency Services Team (S.W.A.T), a multi-jurisdictional unit that specialized in high-risk situations such as barricaded gunmen, hostage situations, and serving warrants to homicide and armed drug dealer suspects. During his 14 years with this unit, Chief Lipe progressed from Basic Operator to Team Leader to Tactical Commander.

Chief Lipe is a member of numerous law enforcement professional organizations including the FBI National Academy Associates, the International Association of Chiefs of Police, and the Michigan Association of Chiefs of Police and serves on their Legislative Advisory Committee. Chief Lipe is currently the 2nd Vice President of the Michigan Association of Chiefs of Police. In addition, he also serves on the Grand Blanc City Fire Department and is a member of the Grand Blanc Optimist Club.

Chief Lipe is married to his wife, Cathy, who works as a Civilian Support Technician with the Lapeer County Sheriff's Office. They have 2 daughters: Olivia, a pharmacy graduate student at Ferris State University and Audrey, who is in her junior year of study at Lake Superior State University.

4. Accreditation Manager Biography



Lt. Bryan Byarski has been with the Grand Blanc City Police Department for almost 29 years. In addition to being the Accreditation Manager, Lt. Byarski is also the supervisor of the Patrol Division, Investigations bureau, and Support Staff. He was promoted to Lieutenant in June of 2023. Lt. Byarski is responsible for fleet maintenance, uniform supply, policy updating, and overseeing daily department needs.

Lt. Byarski has a Bachelor's degree from Michigan State University and is also a graduate of Michigan State University's 10th School of Staff and Command. He attended the National Computer Forensics Institute in 2016 where he became a certified Mobile Device Examiner.

Along with serving on the police department, Lt. Byarski also serves on the City of Grand Blanc Fire Department. He is on the Board of Directors for the Grand Blanc Chamber of Commerce, a hockey coach with the Grand Blanc Varsity Hockey team and Grand Blanc High School Softball, and team leader of the Guardian Angels, which is a security team for Mount Hope Church.

5. Future Issues

Assessors met with Chief Brian Lipe to discuss future issues. Chief Lipe acknowledged that recruitment remains a challenge; however, he emphasized that accreditation serves as a strong recruitment tool and point of pride when engaging with potential candidates. He noted that wages are now competitive, and the department currently has no vacancies.

Chief Lipe reported that the City Council continues to be supportive of the police department and its initiatives. Since the last accreditation assessment, the agency has implemented a body-worn camera program, which received formal letters of support from both employee unions.

Looking ahead, the Chief identified budgeting and advancements in technology as key challenges the department will face. He also mentioned that social media engagement has been difficult due to a general lack of familiarity with its use among staff.

Despite these challenges, Chief Lipe spoke highly of his personnel, stating that the department is made up of officers who genuinely care about both the agency and the community they serve. He highlighted that the officers have formed a non-profit association through which they donate funds and support local community initiatives. He concluded by emphasizing the strong morale and character of his officers, noting that they consistently demonstrate integrity and do not require direct supervision to do the right thing.

E. Public Information Activities:

Public notice and input are cornerstones of democracy and the Michigan Law Enforcement Accreditation Commission (MLEAC) process. This section reports on the community's opportunity to comment on their law enforcement agency and to bring matters to the attention of the commission that otherwise may be overlooked.

1. Telephone Contacts

The public telephone line was active on 4/16/2025, from 2pm to 4pm., during which time the assessment team fielded multiple calls.

Andrew Nyquist – City Council Member and Fire Department Lieutenant

Andrew Nyquist, a long-time resident, City Council member, and Lieutenant with the Fire Department, called to express his strong support for the police department's pursuit of accreditation. He emphasized the positive working relationship between police and fire, noting that both departments are cross-trained and frequently respond together, which has built a strong sense of teamwork and trust.

Nyquist highlighted the high level of community engagement from the police department and stated that, from his perspective as both a first responder and elected official, the department consistently demonstrates professionalism, accountability, and a commitment to community-oriented policing. He added that the feedback he receives from residents is overwhelmingly supportive, with many appreciating the department's visibility and responsiveness. Based on these factors, he strongly recommends the agency for accreditation.

Claudnyse Holloman – CEO, Child Advocacy Center

Claudnyse Holloman, CEO of the Child Advocacy Center, called to express her strong support for the City of Grand Blanc Police Department's accreditation. She reported having extensive experience working with the department on child abuse investigations and consistently found their response to be timely, professional, and thorough—particularly in warrant submission and case handling.

Holloman noted her ongoing collaboration with Chief Lipe and commended the department's commitment to a trauma-informed approach. She emphasized that if every law enforcement agency operated with the same level of care and professionalism, the system would be significantly improved. The words she used to describe the department were "compassionate," "efficient," and "trauma-informed." Based on her firsthand experience, she highly recommends the department for accreditation.

Trevor Alward – Superintendent, Grand Blanc School District

Trevor Alward, Superintendent of the Grand Blanc school district serving approximately 7,500 students, called to provide a strong endorsement of the City of Grand Blanc Police Department in support of their accreditation. He highlighted his ongoing collaboration with the department's School Resource Officers (SROs), noting their active involvement in updating and improving school security protocols.

Alward praised the professionalism and dedication of the officers, stating that despite being a smaller department with limited resources, they consistently deliver exceptional service. He emphasized the department's strong relationship with students, staff, and parents, and noted that all officers working in the schools are TEAM trained.
When asked to describe the department, Alward used the words "caring," "thorough," "connected," "focused," "attentive," and "timely." He concluded by stating there is nothing he believes the department should be doing differently and fully supports their accreditation.

Charles Schoder – Director of Civil Rights

Charles Schoeder, Director of Civil Rights, called to express his full support for the City of Grand Blanc Police Department's accreditation. He currently co-leads the ALPAC (Advocacy and Law Enforcement Partnership Advisory Committee), a program designed to strengthen the bonds of trust between law enforcement and the community.
Schoeder praised Chief Lipe's leadership in the initiative, stating he leads with professionalism, transparency, and openness. He described Chief Lipe as a trusted and reliable partner who has helped elevate ALPAC to new levels of success. Schoeder emphasized that both the community and law enforcement stakeholders are collectively proud of Chief Lipe's commitment to building trust and collaboration. Based on his experiences, he strongly recommends the department for accreditation.

Leigh Laforest – President / CEO, Grand Blanc Chamber Of Commerce

Leigh Laforest, President and CEO of the Grand Blanc Chamber of Commerce, called to offer her strong recommendation for the City of Grand Blanc Police Department's accreditation. She described the department as highly respectful, professional, and deeply committed to community engagement.

Laforest shared that the department regularly partners with the Chamber during a variety of events, including the three-day Family Fun Fest carnival and the "Roll On In" car show held at the local high school, which draws several hundred vehicles. She emphasized that the police department consistently asks how they can assist, provides security and logistical support, and even participates in Chamber golf outings, reinforcing their role as active

community partners. Laforest stated the officers are very professional. She stated adjectives she would describe the department are, diligent, personal, and compassionate.

She praised the department's willingness to engage and support the local business community, and based on her experiences, she fully supports their pursuit of accreditation.

Cheryl Sclater – Community Leader and Board Member

Cheryl Sclater called to express her strong support for the City of Grand Blanc Police Department's accreditation. She noted her involvement on several community boards alongside Lieutenant Bryan Byarski through the Grand Blanc Chamber of Commerce and with Chief Lipe through organizations such as Voices for Children and the Optimist Club.

Sclater described the police department as engaged, involved, community-focused, helpful, and kind. She emphasized their consistent presence and support in local initiatives and stated that, in her opinion, there is nothing the department needs to improve upon. Based on her direct experience and ongoing collaboration with department leadership, she fully endorses their accreditation.

Angela Essenburg & Maria Herstein – Forensic Interviewers, Voices for Children

Angela Essenburg and Maria Herstein, forensic interviewers with Voices for Children, called to express their full support for the City of Grand Blanc Police Department's accreditation. They reported working closely with the department's detectives and commended them for consistently being well-prepared, professional, and empathetic in their approach.

Essenburg and Herstein highlighted the detectives' strong follow-through with families and their reliability in attending multidisciplinary team meetings. They described the department as "prepared," "thorough," and "empathetic," and both stated there is nothing they believe the department needs to improve. Based on their direct and ongoing collaboration with the agency, they wholeheartedly support the department's pursuit of accredited status.

2. Correspondence

Assessors received one correspondence regarding the accreditation process.

From: Melissa <anchorsaway1228@gmail.com>
Date: Friday, April 18, 2025 at 9:45 AM
To: Ron Wiles <Rwiles@michiganpolicechiefs.org>
Subject: Grand blanc accreditation

We have lived in the city for about 8 years. Have used the police many times. Unfortunately I will never call them again as they don't actually investigate and allow teens to run our town. They focus on lies and do not actually investigate.

We can't wait to live somewhere we feel safe again..can't come soon enough unfortunately.

I think it has the ability to be a nice town again but right now I don't feel safe leaving my home, and to be honest in my home here because I know I can't count on law enforcement

3. Media Interest

There were no inquiries from the media to assessors regarding the on-site.

4. Community Outreach Interviews

ASSISTANT CITY MANAGER / HR DIRECTOR CHRISTINA IRWIN:

As of June 2020, the department has experienced ongoing challenges in recruiting qualified candidates. To address this, various alternative recruiting strategies have been implemented, and efforts have been made to ensure that wage and compensation packages remain competitive within the region. Despite these recruitment difficulties, the department has maintained strong employee retention.

Labor relations remain exceptionally positive, as reflected by the successful extension of the current contract to a five-year term. Notably, there have been no grievances or formal complaints filed in the past three years. This speaks to the strength of the relationship between management and union representatives.

Employees are consistently described as responsive, respectful, and compassionate toward residents and the broader community. There is a clear and ongoing commitment to community-oriented policing, which continues to be a core component of the department's service model. The overall workforce is highly engaged and exhibits a strong sense of professionalism and public service.

While retention is strong and the work environment remains positive, the department continues to face challenges due to its size. The department's continued focus on internal development and creative staffing solutions will be essential to sustaining the department's success.

CITY MANAGER WENDY JEAN-BUHRER:

The City is currently engaged in several major development projects aimed at expanding residential and commercial offerings. One of the primary initiatives includes a three-stage living facility consisting of 98 apartment units. Additional planned developments include a mixed-use structure referred to as "The Garden Building," which will incorporate a beer garden, retail space, and offices. A separate three-story building will house approximately 20 residential units. Collectively, these projects represent substantial growth for the city.

According to the city's master plan, a total of 350 new housing units are needed to meet projected goals. The current developments will satisfy approximately 250 of those units. In parallel, a portion of the former golf course is being proposed that it be repurposed into a public park. This initiative is supported by a $1.5 million grant from the State of Michigan.

As the city grows, efforts are underway to “right-size” departments and align staffing levels and resources to meet future demands. Departmental planning is being closely reviewed to ensure readiness for continued growth and service needs.

Recent contract negotiations with the police unions concluded successfully, resulting in five-year agreements. The Assistant City Manager led the negotiations and maintains a strong working relationship with union representatives. The agreement was mutually accepted without arbitration.

Over the past three years, the city has implemented several public safety advancements. A police-community engagement app was launched to improve communication and transparency. The city has also adopted lateral hiring practices for police officers, at the discretion of the City Manager, to increase staffing flexibility. Additionally, a body-worn camera program has been established to enhance accountability. Security infrastructure has been improved through the installation of a new system that includes cameras and proximity-controlled doors.

The City Council continues to demonstrate strong support for the Police Department and its leadership. The department is recognized for its caring, empathetic, visible, and trusted presence within the community.

Current challenges identified by the City Manager include recruitment, ongoing fiscal limitations, and the realities of operating within a smaller community. Despite these challenges, the city remains committed to responsible growth, innovation in service delivery, and maintaining strong community trust.

LIEUTENANT BRYAN BYARSKI:

Lt. Byarski provided an overview of department operations, highlighting a strong and positive relationship between union members and management. He also serves as the command union steward, and stated there have been no grievances filed in recent history, and officers are trusted to perform their duties with minimal interference. This has contributed to a professional, respectful working environment.

The department culture is characterized by high morale, a family-oriented atmosphere, and a welcoming, supportive community. He emphasized that video reviews are used constructively—to identify training opportunities and improve departmental performance—rather than as a disciplinary tool. He noted that Chief Lipe is approachable and supportive, making for a cohesive leadership team.

Key challenges include the broader societal perception of policing, particularly in the school setting, as well as ongoing budget limitations that impact resource availability.

Lt. Byarski serves as the department’s accreditation manager and stated that the agency continues to embrace accreditation practices and standards. He stated he has brought on other department members to work on accreditation with him. Notable recent advancements include the implementation of a body-worn camera program and the acquisition of less-lethal equipment, including 35mm launchers and bean bag shotguns, since the last assessment.

OFFICER ERIN HODGE:

Firearms Range Coordination and Documentation Report

Ofc. Hodge coordinated range qualification dates with all personnel and provided an overview of required equipment in advance. Upon arrival at the range, all participating officers were gathered for a briefing during which necessary paperwork was reviewed. A full inspection of all duty firearms was conducted.

Ofc. Hodge, who is now designated as a department armorer, maintains a log of all department-issued weapons. A sign-in sheet was completed and signed by all attendees.

During the range session, Ofc. Hodge explained the course of fire and communicated performance expectations to all participants. Following the qualification, officers were instructed to clean their firearms.

It was noted that during the qualification process, there is no formal documentation indicating whether individual officers pass or fail the course of fire. Ofc. Hodge stated everyone passed, and remedial training is available if someone did not pass. She stated off-duty ammunition is inspected for policy compliance, however there is no written verification that these checks were conducted.

5. Agency Ride Along

Assessor Webster:
Assessor Webster went on a ride-along with Officer Tom Barber. Ofc. Barber has been with the Grand Blanc Police Department for 2 years after spending over 6 years at other agencies. Ofc. Barber said the department has the perfect balance of calls and time for self-initiated activity. He said it's active, but not overwhelming. Ofc. Barber stated officers receive great community support, with not a lot of negative feedback. Ofc. Barber is CPTED certified and is a drone pilot for the department.

Ofc. Barber showed Assessor Webster some of the housing complexes within the city, the large school campus, and many of the residential neighborhoods. He said officers attempt to work with apartment or townhouse complex managers on problem tenants to have them evicted. Ofc. Barber said the most common incidents they deal with during the day shift are traffic crashes and disorderly people. The night shift handles domestic violence complaints and tries to address any traffic issues or criminal elements who may be going through the city.

Ofc. Barber loves the atmosphere at the agency and said there are good training opportunities. He said the chief likes to spread out the responsibilities for special duties so a small number of officers are not responsible for many of the training or equipment disciplines. Ofc. Barber said they have access to good vehicles and equipment, and officers are expected to stay busy during discretionary patrol time. Ofc. Barber said he is familiar with the accreditation process and knows it takes up a lot of time and effort. Assessor Webster rode with Ofc. Barber for approximately one hour. During the ride along, no calls for service were handled, and no traffic stops were made.

6. Community Involvement

The City of Grand Blanc Police Department has been a long-standing believer in "Community Policing" and as such participates in many community activities. We have created the City of Grand Blanc Police Officers Association which helps fund many of those events. Following is a list of many, but not all, of those endeavors:

- Sponsor and assist each year with the Grand Blanc Chamber of Commerce Family Fun Fest, which is a weekend of rides, games, family "drive-in" movie night, and concerts held on the high school grounds.

- The first Tuesday of every August, we team up with Grand Blanc Township Police for National Night Out.



- Team up with our local Kroger store for the First Responders Food Drive.

- Support F.I.S.H., which is a local food pantry. Participate in the "Feed the Bus" events to help gather food to fill a school bus to be used for local families. We also sponsor 2-3 families each year at Christmas to purchase presents and food.

- The City of Grand Blanc Police Association Golf Outing is going on its 18th year. The event is hosted at Warwick Hills Golf & Country Club, which is home to the PGA tour event, the Ally Challenge and former event, the Buick Open. The event is our one fundraiser of the year and a way to say thank you to our supporters with great prizes and a lot of fun on the golf course.

- Team up with a local credit union each year to help with "Stuff a Blue Goose" which is a toy drive in December and ABC Channel 12 for a "Diaper Drive" for gathering supplies for new mothers who are suffering financially.



- Participate in "Shop with a Hero" every year around the holidays. One at the Grand Blanc Walmart and one at the Burton Meijer Store.

- The City of Grand Blanc Police Association offers 2-$1,000 scholarships at Grand Blanc High School for students interested in going into Criminal Justice. We also sponsor many of the sports teams and clubs at the high school, along with many local youth sports teams and other organized youth activities.



- Personnel are also involved with the community personally. Several employees are coaches with the Grand Blanc High School teams and other local youth sports. Some belong to local groups, such as a Board of Directors with the Grand Blanc Chamber of Commerce, on the Rotary Club, Optimist Club, the 100 Club of Genesee, Shiawassee, and Lapeer, and others.

Other Community Engagement Activities Include:

- Chief Lipe provides information for the City Newsletter that is mailed with the water bill to the residents each month.
- Officers have teamed with Angie Hendershot from ABC TV12 to do "Pictures of Hope" with children from the "Shelter of Flint."
- "Coffee with a Cop" events – our own and joint with GBTPD
- “Cooking with the Chiefs and The All Hallowed Police Officers Ball” – fundraiser for Voices for Children
- Touch a Truck at U of M - Flint
- "Stop the Silence" 3 on 3 Basketball Tournament at U of M – Flint.
- The "Back to the Bricks" kickoff rolling parade
- Chief attends neighborhood association meetings as needed.



- The SRO instructs the school staff and students on "ALICE" for response to active shooter incidents.
- Chief Lipe is Crime Prevention Through Environmental Design Certified, and consults with the city planning commission, local businesses, and residents on these concepts.
- Sgt. Edwards is certified in child safety seat installation and inspections.
- Held a contest for the Art Class at Grand Blanc High School to design the GBPD Police Car graphics
- Scroll through our Facebook posts for more events.

F. Essential Services:

Chapter 1 – The Administrative Function

Direction of Personnel (1.1)

The Chief of Police has the authority to issue, modify, repeal, amend, revise, revoke, or approve any of the rules, written directives, policies, and procedures. In the chief's absence, a designated Department Coordinator may temporarily issue or alter written directives in response to an emergency or legal mandates. The written directives were constructed in a logical manner with employee duties and responsibilities clearly defined, including constraints on employee actions and expectations. The agency uses PowerDMS, which allows for the policy to be disseminated for review by staff prior to issuance, and signatures are required by employees to acknowledge receipt of the policy. PowerDMS also archives written directives so they are stored within proper record retention schedules. The agency has the appropriate rules & regulations, mission, vision, and values statements.

Fiscal Control (1.2)

The City of Grand Blanc Police Department does not maintain any cash accounts. All transactions for services are handled through the city's administration, which is located in the same building.

Internal Affairs (1.3)

The agency will accept and investigate all complaints, even those made anonymously. If a complaint can be mitigated by a supervisor to the satisfaction of the complainant, no further action may be necessary. Internal investigations may be handled by a supervisor or an outside agency if a criminal matter is alleged. The assigned supervisor would have the authority to report directly to the Chief of Police. The agency has a well-defined process from the receipt of a complaint through the final disposition and notification to the citizen. Supervisors have the authority to immediately suspend employees from active duty pending further investigation of a complaint, particularly for incidents resulting in serious bodily injury and/or death, or an allegation of criminal conduct. The Chief of Police completed a meaningful review of all internal investigations. During this accreditation cycle, the City of Grand Blanc Police Department had the following complaint statistics:

- 2022: 6 complaints were received and all but one resulted in a finding of Exonerated. One was found Sustained for using vulgar language.
- 2023: 5 complaints were received. 1 was Unfounded and the other 4 were found to be Exonerated.
- 2024: 3 complaints were received. 1 was Unfounded while the other 2 were found to be Exonerated.

Disciplinary Procedures (1.4)

Supervisors have the authority to apply training and/or counseling in lieu of punitive discipline and the agency has outlined the procedures, criteria, and authority to apply punitive action when necessary. All training and counseling is documented and forwarded to the Chief of Police for review. Suspensions or terminations resulting from disciplinary matters must be authorized by the Chief of Police. The agency has an appeal and grievance procedure in place through collective bargaining agreements, with timelines for employee notification of dispositions. During this accreditation cycle, no appeals or grievances were filed.

Organization (1.5)

New sworn personnel take an oath of office which includes a statement of support for the Constitution of the United States and the Constitution of the State of Michigan. All agency personnel acknowledge a code of ethics and receive ethics training every three years, with the most recent training occurring in 2025.

The City of Grand Blanc Police Department has a structured unity of command and an organizational chart is maintained. The Chief of Police is supported by one lieutenant and three sergeants. The lieutenant oversees all areas of the department, while two sergeants are assigned to patrol, and one sergeant is assigned to the detective bureau. The detective sergeant oversees two detectives/SROs and one civilian employee who assists the lieutenant with property/evidence functions. Supervisors are available 24 hours a day, either by presence or by phone if none are working.

In the absence of the Chief of Police, the lieutenant is placed in charge of the agency. In the absence of the lieutenant, the sergeants oversee the agency by seniority in rank.

Bias-influenced policing is strictly prohibited by the agency. There is a clear definition for bias-influenced policing including the reliance on characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, immigration status, gender identity or expression, economic status, age, cultural group, disability, or political affiliation. During this accreditation cycle, there were no accusations or incidents where bias-influenced policing was alleged to have occurred

The agency prohibits unlawful workplace discrimination and harassment, including sexual harassment. The written directive outlines a proper reporting mechanism in the chain of command, including an alternate reporting process for any conflict of interest. The directive requires employees to report any type of harassment and requires investigations to be conducted in accordance with state law. There were no harassment complaints filed during the assessment period.

Agency Equipment and Property (1.6)

All law enforcement equipment is maintained in an operational state. Officers are responsible for the equipment issued to them, and that which they check out each day. Officers are to report any loss, theft, or damage of assigned equipment to a supervisor. Supervisors are directed to periodically inspect the equipment assigned to the officers under their supervision. During the file review, the use of a department inventory sheet was submitted without showing when items were last checked. A check for the final year was completed, and a

procedure for completing this moving forward was discussed.

The wearing of body armor is mandatory for all members working in uniform and there are additional requirements to wear body armor while engaged in pre-planned high-risk operations. Members are responsible for the care and maintenance of their body armor. Body armor is replaced in accordance with the manufacturer's recommended replacement schedule or when its effectiveness or functionality has been compromised.

The agency has specific directives for clothing, uniform, and equipment requirements, along with appropriate grooming directives.

Public Information (1.7)

It is ultimately the responsibility of the Chief of Police or his/her designee to release information to the public. The agency has directives about controlling media access so as not to interfere with law enforcement operations. A thorough process for issuing press releases and what to include in them is in place.

Agency Records and Computers (1.8)

The City of Grand Blanc Police Department uses Premiere One for its record management system. The agency has a detailed written directive describing the field reporting system, including the approval of reports by supervision. The department controls access to agency records electronically with passwords, and some files are kept in paper form with access restricted to authorized personnel only. Access control of the building keeps unauthorized persons from viewing confidential material. All Freedom of Information Requests are handled by clerical staff, FOIA Coordinator, or the authorized designee and the agency abides by state retention and disposal requirements in accordance with Michigan Statute and Records Management. Non-public personnel files are kept in a locked file cabinet in the office of the Chief of Police.

The agency has procedures to protect its central records. The data is stored and backed up electronically and is password protected. Annual security audits and password audits were performed during the assessment period as required by standard and the agency's participation in SRMS. There were no breaches in security during the assessment period.

Agency Training (1.9)

The agency training records are current and are being maintained in accordance with applicable retention schedules. Training course content is outlined and lesson plans are utilized. In-house instructors are properly trained and experienced. The agency has policies covering remedial training and requires that remedial training be documented in the member's training file. Newly promoted personnel receive training needed to accomplish new assignments, responsibilities, and tasks.

The written directive for the selection of field training officers (FTOs) outlined a process for selection of potential FTOs, a position within the agency to oversee the field training program, and a list of required reports, evaluations, and responsibilities. The department requires a minimum of 14 weeks of field training prior to solo assignment and rotates trainee assignments to provide exposure to different shifts and FTOs. All personnel selected for

assignment as an FTO are required to complete a recognized FTO training course prior to being assigned.

Specific required annual training topics were properly identified in the written directive and proof of compliance was documented. Annual training topics included use of force, de-escalation, firearms, hazardous material awareness, bias-influenced policing, Taser, and subject control/defensive tactics. Ethics training and emergency vehicle operations are completed every three years. The agency has a designated training officer to manage the required training.

The agency does not have a tactical team and relies on teams from other counties or MSP. New accreditation managers and CEOs are required to attend Accreditation Manager training, and military deployment/reintegration policies are in place, with no need for their use during this accreditation cycle.

Authorization and Use of Agency Weapons and Ammunition (1.10)

The Chief of Police is the authorizing authority for weapons and ammunition requirements, including both on- and off-duty weapons, mechanical force, enhanced mechanical force, and specialized weapons. A listing of approved on- and off-duty weapons is maintained. The agency uses certified/qualified staff for armorer inspections, repair, and replacement. Records of agency weapons are properly maintained with written guidelines for storage.

During the initial assessment, it was noted the agency had less lethal weapons, including 12 gauge and 37mm less-lethal devices, but had not utilized them due to not having certified instructors. The agency now has instructors and has plans to put these devices into service in the near future.

All sworn members are required to successfully meet the Michigan Commission on Law Enforcement Standards Active Duty Firearm Standard annually. Personnel are required to undergo training and proficiency assessment in less lethal weapons and unarmed subject control a minimum of every two years. All qualifications, training, and/or proficiency assessments are monitored by certified weapons or tactics instructors and are documented. Personnel who are unable to qualify with an authorized weapon will not be allowed to resume official duties until the standard is met. Remedial training is conducted with the intent to ensure measures are provided to employees for their successful completion of essential work-related tasks and to ensure employees must achieve documented proficiency in all weapons before returning to duty. There was no need for remedial training during this accreditation cycle.

During this assessment, the way off-duty ammunition and off-duty weapons qualifications were recorded was unclear until an interview was done on-site. Assessors spoke with the accreditation manager and training officer, and offered suggestions on how to do this during the next assessment that offered more clarity.

The agency has written directives for LEOSA compliance, and offers its retirees the option to get their card through the agency. A LEOSA card issued by the City of Grand Blanc Police Department must show the last date the officer qualified with a handgun and the former officer must pass a background investigation to show they are not prohibited from carrying a firearm.

An MCOLES issued LEOSA card may be denied or revoked upon showing good cause as determined by MCOLES.

Chapter 2 – The Personnel Function

Personnel Benefits and Responsibilities (2.1)

The agency has a written directive outlining an employee assistance program, line-of-duty injury and death circumstance policy, and an employee collision and review process, which includes a meaningful review of each incident. During this accreditation cycle, the agency handled three employee collision incidents, documenting one per year. There were no incidents of line-of-duty deaths or serious injuries. Off duty employment is allowed with the approval of the Chief of Police. The agency has an exposure control and reporting policy that ensures employees receive follow-up treatment as required medically.

The agency has written directives addressing critical incident stress. The directive states employees involved in a critical or traumatic incident shall be placed on administrative leave pending a documented meaningful review or investigation. Employees may also be required to participate in critical incident debriefs as deemed necessary by the administration. Professional referral services and follow-up counseling are available through several resources. Initial and annual training in stress recognition was conducted and documented as required.

Performance Evaluations (2.2)

The performance evaluation system has a well-defined purpose statement with established and defined criteria, scored on a rating scale. The City of Grand Blanc Police Department evaluates 10 different behavioral criteria on a five step scale. The system also includes directives to raters regarding evaluation responsibilities and procedures on how to use the required forms. Training for evaluators is documented and the evaluations are maintained according to the department's retention schedule. Evaluations are conducted on an annual basis for sworn and civilian staff.

The evaluation system has a clear appeal process, and no appeals of evaluations occurred during the assessment period. The system appears to be effective and consistent. No employees were identified as needing assistance during the assessment period.

The agency has an early warning system with protocols for fitness-for-duty evaluations, supervisory responsibilities, actions or behaviors that should be monitored and documented, and employee notification requirements established. One employee was identified as needing assistance during the assessment period for work-based performance.

Promotion of Sworn Personnel (2.3)

The agency has a documented promotional process for the position of sergeant, which includes eligibility requirements, a written test, an in-basket exercise, and oral interview, and seniority. Successful candidates are put on a list for three years and any new sergeants are on probation for a period of one year. Promotions for lieutenant are at the discretion of the Chief of Police. A process to review the performance on any part of the process is described.

During this accreditation cycle, there were no openings for sergeants.

The selection criteria and process for special assignments was outlined in written directives. Interested officers must submit a letter of interest detailing their desire for the position and applicable qualifications. Candidates are evaluated based on their relevant skills, knowledge, abilities, experience, training, education, past work records, and previous performance evaluations. The Chief of Police makes the final decision on appointments to special assignments. Special assignments were available in years 2 and 3 of this assessment, and the positions were SRO/detective, and with the county auto theft unit, GAIN.

Recruitment of Sworn Personnel (2.4)

The recruitment plan contains a clear statement that the agency is committed to equal opportunity. The stated goals and objectives for recruitment are clear and understandable. The agency's goal is to have a workforce that is well-qualified and diverse, and the activities to achieve this goal are listed. Annual reviews and revisions were completed and well-documented. The agency created a plan that is outside of policy as suggested after the initial accreditation onsite. This allows easier revision than having it go through a policy review process each year.

Selection of Personnel (2.5)

The agency has a complete written process for the selection of new full-time personnel, which includes an application review, an optional written examination as determined by the Chief of Police, a passing score on an oral board, a thorough background investigation, as well as a medical and psychological exam. The Chief of Police is responsible for the final selection of candidates for hire.

The agency is in compliance with PA 128 of 2017, the Law Enforcement Officer Separation of Service Record Act.

Reserve Officers and Civilian Volunteers (2.6)

The City of Grand Blanc Police Department does not have reserve officers or any civilian volunteers. They have the appropriate waiver on file.

Chapter 3 – The Operations Function

Arrest, Search and Seizure (3.1)

The City of Grand Blanc Police Department demonstrated compliance with all applicable standards and provided appropriate proofs for various types of searches, including consent searches, stop and frisk, searches incident to lawful arrest, motor vehicle searches, exigent circumstance searches, inventory searches, and searches conducted under plain view and open field doctrines. Additionally, the department submitted documentation verifying proper protocols related to search warrants and adult arrests. This included procedures for warrant arrests, arrests without a warrant, appearance citations, required reports, special arrest situations, fingerprinting, photographing, arrangements for the care of an arrestee's dependents, and protocols for conducting strip and body cavity searches.

Interview and Interrogation (3.2)

The City of Grand Blanc Police Department demonstrated full compliance with all standards related to interviews and interrogations. This includes procedures for witness and victim interviews, investigative detentions, interrogations involving the right to silence and right to counsel, juvenile interrogations, and the recording of interviews. The department also provided documentation supporting proper use and security of interview rooms, including protocols for weapons security, limits on the number of personnel present, procedures for summoning assistance, and the provision of comfort breaks.

Use of Force (3.3)

The City of Grand Blanc Police Department demonstrated full compliance with all standards related to use of force. This includes adherence to the principles of objective reasonableness, clearly defined terminology, and established criteria for the use of force. The department met all requirements concerning the use of deadly force, including its criteria and restrictions, as well as protocols for less-lethal options, use of restraints, and the prohibition or regulation of neck restraints.

In addition, the department complied with all requirements for written reporting following use-of-force incidents, including the discharge of a firearm, application of deadly force, use of less-lethal force, weaponless control techniques, and unintentional discharges. The agency also demonstrated compliance with procedures for meaningful supervisory reviews of use-of-force incidents, protocols for placing personnel on administrative leave when appropriate, participation in the National Use-of-Force Data Collection program, and adherence to the duty to intervene standard.

The City of Grand Blanc Police Department reported the following uses of force during this accreditation cycle:

2022: 6 – all were found to be within policy
2023: 9 – all were found to be within policy
2024: 13 – all were found to be within policy and the law. The noted increase was due to two factors: mutual aid requests and an increase in felonious assault complaints.

Communications (3.4)

The City of Grand Blanc Police Department demonstrated full compliance with all standards related to the maintenance of communications systems and the recording of information for calls for service. This includes accurate documentation of incident numbers, date and time of incidents, type of incident, reporting party’s name, address, and phone number, incident location, assigned officer(s), time of dispatch, arrival time, time returned to service, and final disposition.

The department also complied with established communications protocols, including proper identification of field personnel, interagency communication procedures, protocols for additional response and supervisor notification, handling of emergency assistance requests, and the response to abandoned 911 calls.

Furthermore, the agency adhered to all standards regarding the preservation of recordings, including the retention of 911 and routine communications recordings, securing recordings as evidence, and properly responding to requests for stored recordings. Compliance was also noted in the department's response protocols for medical calls and the maintenance of a backup generator to ensure continuous communications capability.

Field Activities (3.5)

The City of Grand Blanc Police Department demonstrated full compliance with standards related to responding to both emergency and non-emergency calls for service. The agency also met all requirements governing motor vehicle pursuits, including definitions, authorized pursuits, evaluation of circumstances, roles of initiating and secondary units, pursuit restrictions, communication protocols, supervisory responsibilities, pursuit termination and reinstatement, inter- and intra-agency pursuits, required reporting, meaningful supervisory reviews, and annual reviews.

The City of Grand Blanc Police Department reported the following motor vehicle pursuit information during this accreditation cycle:

2022: 1 – terminated due to unsafe driving conditions and was within policy.
2023: 3 – all were found to be within policy. One was an OWI driver who eventually stopped, one resulted in a crash, and one was terminated at the jurisdictional border.
2024: 3 – all were found to be within policy. Two were terminated due to safety concerns and one eventually stopped and parked to try and evade the officer.

In addition, the department complied with all protocols concerning roadblocks and forcible stopping, including criteria for deployment, procedures, post-stop protocols, supervisory approval, documentation, meaningful review, and required training.

The agency also demonstrated compliance with protocols for interacting with individuals experiencing mental illness (EIP), including recognizing symptoms, conducting field encounters, voluntary and involuntary referrals, initial and annual training requirements.

The department met all standards for mobile video recording systems, including recording of incidents, officer and supervisor responsibilities, evidentiary procedures, and proper storage and retention practices. Similarly, the agency complied with all requirements for mobile data computers, including adherence to FBI/CJIS policies, user training, access control, prohibition of unauthorized software, system security, and data storage/retention.

The department also demonstrated full compliance with foot pursuit protocols, including decision-making criteria for engagement or disengagement, authorization, assessment of circumstances, roles of initiating and backup officers, communication, supervisory oversight, termination and reinstatement of the pursuit, reporting, meaningful review, risk factors (e.g., suspect knowledge, time of day, weather, available backup, familiarity with the area), use of force considerations, policy adherence, and annual review.

During this accreditation cycle, the City of Grand Blanc Police Department reported no foot pursuits.

Further, the department met standards regarding the use of occupant seat belts and child safety restraints, ensuring compliance with all required protocols. Lastly, the agency demonstrated compliance with all established policies and procedures related to the use and deployment of police canines.

Traffic Safety and Enforcement (3.6)

The City of Grand Blanc Police Department demonstrated full compliance with all standards related to traffic safety and enforcement. This includes proper procedures for conducting traffic stops and felony stops, as well as the uniform enforcement of traffic violations such as Operating While Intoxicated (OWI), Driving While License Suspended (DWLS), speeding, hazardous driving, off-road violations, equipment violations, commercial motor vehicle (CMV) violations, registration and insurance violations, parking infractions, enforcement of new traffic laws, crash-related enforcement, and pedestrian and bicycle violations.

The department also complied with standards governing enforcement options, including the appropriate use of warnings, citations, and arrests. Additionally, they followed proper procedures for handling special classes of offenders, including non-resident violators, juvenile offenders, individuals requiring driver re-examination, government officials, foreign diplomats, and members of the armed forces.

Furthermore, the agency met all requirements related to the direction and control of traffic. This includes the use of hand signals, managing traffic at collision scenes and during fire or EMS responses, handling weather-related emergencies, use of manual traffic signals, deployment of flares, and the use of reflective clothing for visibility and safety.

Homeland Security/Critical Incidents (3.7)

The City of Grand Blanc Police Department demonstrated full compliance with all standards related to Homeland Security and Critical Incidents. This includes adherence to both the Critical Incident Response Plan and the Incident Response Plan, which clearly define command, operations, planning, logistics, and fiscal responsibilities during critical events.

The department also complied with all requirements outlined in the Special Events Plan. This plan addresses key operational components such as vehicle ingress and egress, parking management, spectator control, coordination with public transportation, relief scheduling for assigned personnel, media coordination, alternate traffic routing, temporary traffic control and parking prohibitions, and ensuring access for emergency vehicles.

Chapter 4 – The Investigative Function

Criminal Investigation (4.1)

The City of Grand Blanc Police Department demonstrated full compliance with all standards related to criminal investigations. This included effective investigation management

practices such as case screening, managing case status, maintaining record exemplars, ensuring restricted access to sensitive case information, and documenting internal case dispositions.

The department also adhered to all protocols concerning eyewitness identification procedures. This included proper use of show-ups, photo lineups, and live lineups, as well as providing clear instructions to witnesses, conducting post-identification interviews, and maintaining thorough documentation throughout the eyewitness identification process.

Crime Scene Processing (4.2)

The City of Grand Blanc Police Department demonstrated full compliance with all standards related to evidence collection. This included properly identifying, preserving, processing, and collecting physical evidence while maintaining a clear and documented chain of custody throughout the process.

The agency also met all requirements for the submission of evidence to the laboratory. This included proper submission by the designated officer, appropriate packaging of evidence, use of a web-based submission system, obtaining a receipt upon submission, and documenting the date the evidence was submitted.

Storage of Evidence and Property (4.3)

The City of Grand Blanc Police Department demonstrated full compliance with all standards related to the storage of evidence and property. This included comprehensive documentation practices such as recording all evidence, documenting possession and transfer, logging items into the system, taking extra precautions for sensitive or high-value items, notifying property owners when appropriate, maintaining a clear chain of custody, and ensuring proper disposal procedures.

Additionally, the agency met all requirements related to the physical storage and security of evidence. This included maintaining permanent storage facilities, designating both a primary and alternate evidence custodian, enforcing access restrictions to the evidence room, implementing enhanced security measures for valuable items, and utilizing temporary storage when necessary.

The department also complied with standards concerning key and access control, property capacity notifications, and general evidence room security. Written permission from the Chief was obtained when required, including for the use of contraband in training or investigations. The agency followed protocols for final adjudication and evidence retention periods.

Quality control measures were firmly in place, including semi-annual inspections, inventories following personnel changes or security breaches, annual audits, and unannounced inspections to ensure the continued integrity and accountability of the evidence management system.

Juvenile Matters (4.4)

The City of Grand Blanc Police Department demonstrated full compliance with all standards related to juvenile delinquency. This included maintaining a clear definition of juvenile delinquency and adhering to restrictions on the use of secured detention. The department followed proper procedures for juvenile fingerprinting, use of temporary holding or detention, and ensured the protection of juveniles' constitutional rights.

Additionally, the agency complied with protocols for transporting juveniles to juvenile detention facilities (JDF), notifying parents or guardians, releasing juveniles in accordance with legal requirements, adhering to custodial time limits, and completing all necessary reporting and documentation.

Special Investigations and Operations (4.5)

The City of Grand Blanc Police Department demonstrated full compliance with all standards related to special investigations. This included adherence to proper reporting procedures, processing of complaint information, maintaining accurate records of complaints, facilitating intra-agency information sharing, implementing de-confliction protocols, and ensuring timely notification to the Chief of Police.

The department also complied with all standards for special investigative operations, including the conduct of surveillance, decoy operations, raid procedures, and covert operations.

In addition, the agency demonstrated compliance with standards regarding the use of confidential sources. This included maintaining a clear definition of a confidential informant (CI), keeping an informant master log, securing informant records, ensuring the protection of informant identities, implementing de-confliction measures, documenting CI payments, and mitigating risks associated with the use of informants, including special considerations for juvenile confidential informants.

Although the department did not handle any missing persons cases during the assessment period, written directives were in place to ensure compliance with standards for investigating adult missing persons. These included no mandatory waiting period, utilization of investigative resources, obtaining descriptive and identifying information, LEIN entry and cancellation procedures, conducting latent investigations, implementing search procedures, and protocols for high-risk missing persons.

The agency was also in compliance with juvenile missing persons investigation standards, including supervisor notification, inter- and intra-agency assistance, use of AMBER Alerts, detailed search procedures, assignment of personnel responsibilities, and continued investigative follow-up.

Additionally, the department demonstrated full compliance with standards for unidentified persons investigations, including specific officer responsibilities and adherence to Michigan’s Safe Delivery of Newborns Law.

Chapter 5 – The Arrestee/Detainee/Prisoner Handling Function

Transporting/Processing/Holding of Arrestees/Detainees/Prisoners (5.1)

The City of Grand Blanc Police Department has established procedures for the transportation of arrested subjects, including searching vehicles before the beginning of each shift, before and following any transport, and securing arrested subjects in restraints during transport. Patrol cars have been modified so the door handles and windows do not operate, and a safety barrier separates the rear holding area from the officers' and the rear equipment areas. Safety belt use is required when transporting arrestees, detainees, or other subjects inside the patrol vehicle.

Processing of Arrestees/Detainees/Prisoners (5.2)

All custodial arrests are brought to and processed at the City of Grand Blanc Police Department booking area, and are either cited and released, or taken to the Genesee County Jail. The agency has an emergency button on the officers' radios to summon assistance, alerting the on-duty police dispatch, and a second officer will assist with processing if available. Escape control measures are in place, in the form of an updated building security system, and all other standards were in compliance.

Holding of Arrestees/Detainees/Prisoners (5.3)

Arrestees are not held at the City of Grand Blanc Police Department for more than a few hours, at most, for processing, testing, or questioning. Policy is in place to prohibit weapons in the booking and holding area, and lock boxes are available at the entrances to the holding facility to accomplish this objective. The agency has a secure detention garage (Sally Port) to allow for the secured transfer of prisoners from vehicles to booking. Detainees are visually inspected every 30 minutes. Should a detainee be determined to be at risk of suicide, checks are required every 15 minutes. There is a policy in place for training all personnel tasked with monitoring detainees and refresher training on a triennial basis. Retention of temporary detention records are maintained and consideration is given to the medical and mental health needs of arrestees.

The facility has electronic surveillance equipment in place, and anyone in processing and held in the detention facility are under constant video monitoring located outside of the holding area. Evacuation and hazard protocols are in place, and the temporary holding area is inspected weekly by a supervisor.

Chapter 6 – Campus Security and Policing

The agency received a Standards Waiver for this chapter due to not being a college agency.

G. Applied Discretion Compliance Discussion

This section provides specific information on those standards found to be in compliance after on-site adjustments were made.

During this on-site, the agency had 0 standards in applied discretion.

H. Waivers of Standards

This section provides specific information on those standards which qualified for waivers. Waivers are available to agencies when it is impossible to comply with a specific standard. A request to waive standard compliance must be made to the Michigan Association of Chiefs of Police Accreditation Program Director in writing, on official agency letterhead, signed by the CEO. The following standards were granted non-applicable waivers:

Standard 1.2.1 Fiscal Control
Standard 1.9.8 Tactical Team Training
Standard 2.6.1 – 2.6.2 Reserve Officers and Civilian Volunteers
Standard 6.1.1 – 6.4.2 Campus Security and Policing

I. Standards Noncompliance Discussion

The agency had no standards in noncompliance.

J. Future Performance / Review Issues

The agency was prepared for the onsite assessment, as evidenced by the absence of standards in noncompliance and having no standards in applied discretion. As with most police agencies, recruiting and retention remains an issue to navigate.

During the onsite assessment, it was discovered that there was no way for evidentiary items of evidence that needed to be refrigerated to be kept cool. The agency was going to look into purchasing a small refrigerator to put into the evidence storage area for this type of evidence preservation.

Lt. Byarski noted that when he started getting into file reviews and looking for proofs of compliance, former employees did not keep records the way he needed them to be kept to show this in an easy-to-see format. He has since made changes to keep the year over year proofs organized and easy to find.

The City of Grand Blanc Police Department members were very welcoming, and it is evident there is a connection to the community of which they are a part. Many of the call-in participants used the word “caring” to describe the members of the department, and that is due to the connection the chief expects officers to make, and something that is fostered over time. Although it is a smaller agency, the City of Grand Blanc Police Department is well-run and the administration makes the best of the budgetary challenges to retain the great officers they have on staff.

K. Summary and Recommendation

A thorough review of the files for compliance was conducted, as well as observations of compliance. After interviews were conducted, it was determined that the agency was in compliance with all of the established accreditation standards.

Accreditation is recommended.

Nathan Webster, Team Leader
April 29, 2025

Adam Byrd, Team Member
April 29, 2025