



# 21<sup>st</sup> Century Policing: 2025 Report

Email: [fpdmail@fremontmi.gov](mailto:fpdmail@fremontmi.gov)

[www.fremontmi.gov](http://www.fremontmi.gov)

Phone: 231-924-2100

101 E. Main Street

Fremont, MI 49412

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# MESSAGE FROM THE CHIEF

Welcome to the Fremont Police Department's 21st Century Policing Report. This report promotes the idea that trust between a law enforcement agency and the community it serves is essential. It will help illustrate our department's dedication to the safety of our residents and visitors by developing trust through transparency in our operations. Thank you for taking an interest in our department's operations, which focus on community engagement.

While various issues affect law enforcement in Fremont, our mission remains the same. We provide character and leadership to our community, prevent and deter criminal behavior, promote a safe, healthy, caring environment, and develop community relations and awareness of local issues.

The Fremont Police Department will start the Michigan Association Chiefs of Police Accreditation program in the next few years. The 21<sup>st</sup> Century Policing Report will serve as a compass during this process. We appreciate our City Council's valuable time reviewing how Fremont has adopted the 21<sup>st</sup> Century Policing Recommendations.

It has been an honor serving the City of Fremont as Chief, and we want to thank you for your continued support.

Sincerely,

Timothy Rodwell  
Chief of Police

# PILLAR #1 BUILDING TRUST AND LEGITIMACY

Community policing is part of the Fremont Police Department's culture. It is a philosophy that promotes organizational strategies that support the systematic use of partnerships and problem-solving techniques to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder, or the fear of crime. This philosophy has helped make the City of Fremont a wonderful place to live, work, and worship. We look forward to working with everyone in our community to keep Fremont safe.

## HERE ARE SOME OF THE EXAMPLES WE USE TO BUILD TRUST AND LEGITIMACY IN FREMONT:

### Procedural Justice as a Culture



This approach is the essence of building trust and legitimacy in the City of Fremont. Not only does our community demand that officers use procedural justice when policing it, but it is simply the right thing to do. Procedural justice is based on four central principles: “treating people with dignity and respect, giving citizens a voice during encounters, being neutral in decision-making, and conveying trustworthy motives.”

Our policies are reviewed annually, setting expectations for our staff to conduct procedural justice during each citizen encounter. The word ‘justice’ may mean different things to different people. Still, in a law enforcement context, we can define it as equal treatment of every person, regardless of their background, upbringing, nationality, race, or other determining factors.

## **Injustice and discrimination prevent building trust.**

When Fremont Police officers saw the tragedies of police violence across the nation, we were shocked, saddened, and vowed to prevent similar events in our city. We acknowledge these incidents and will always look to address violence between police and the community. As Chuck Wexler, the executive director of the Police Executive Research Forum, explains, this issue is “about the sanctity of all human life, lives of police officers and the lives of the people they protect and serve.”



The American Civil Liberties Union (ACLU) advocated priorities cherished by members of the Fremont Police Department. The protection and preservation of human life as the agency’s highest calling; crime-fighting that concentrates on domestic violence, child abuse, sexual assault, and other predatory offenses; an iron-clad agreement to by the rules, vigilantly honor human rights and civil liberties; a commitment to treat one another and all community members with the utmost dignity and respect; and dedication to authentic community policing.

## **Transparency and Accountability**

Following Michigan law, our dedicated staff processes requests for the Freedom of Information Act daily if anyone needs records in our possession. Suppose you have a concern or complaint about anyone in our department; we encourage you to go to our website at [www.cityoffremont.net](http://www.cityoffremont.net) to access the Citizen Complaint Form that begins the review process.





### Building trust during community outreach

Community members meeting an officer for the first time when there is a potential problem is never our goal. We will work with disadvantaged families this year at another Shop with a Cop program. Last year, we raised over \$30,000 from area businesses and civic groups to help families in need. These contributions assisted over 140 children in getting needed gifts during the holiday season. Officers met multiple kids throughout the event while the kids received clothing appropriate for the winter. This is a highlight of our year and looked forward to by all staff.

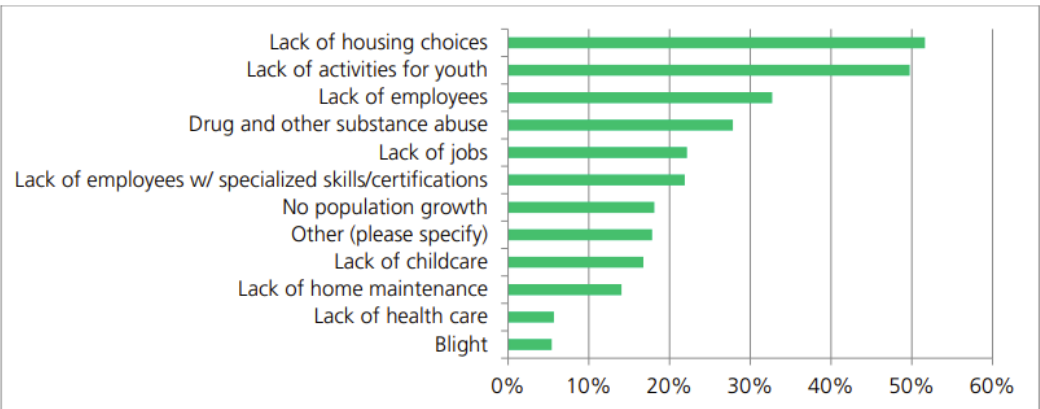


Shop With a Cop, 2024, Fremont, Michigan

## Tracking levels of trust in our community

During our last community survey, the community made clear their concern about drugs in and around our community and their concern regarding community leadership.

*Question 1: In your opinion, what are the three most pressing issues in the Fremont Community?*



The three top issues that respondents identified in the Fremont Community were “lack of housing choices” (52%), “lack of activities for youth” (50%), and the “lack of employees” (33%). There were also several “other” responses, with common themes pertaining to: lack of commercial opportunities, environmental degradation, lack of transportation, a need for more community events, and concerns regarding community leadership.

The Fremont Police Department has prioritized addressing these issues. We first partnered with Families Against Narcotics/Face Addiction Now (FAN) to develop a program called Hope Not Handcuffs. This program places individuals into treatment within 12 hours of asking for help, regardless of insurance status. From 2022 to 2024, 38 community members have been put into rehabilitation services.



**Have Questions?**

**Call 833-202-HOPE (4673)**

*(Toll-free. Hours: 8:00 am to 10:00 pm ET, 7 days a week, 365 days a year)*

We have also developed a robust leadership program. Skilled leadership in law enforcement translates to improved public safety and better community relations as officers trained in theory are better communicators and more empathetic.

## Building relationships

Over the last year, the department has begun several outreach programs in the various Amish church districts in and around our city. Working with the Amish safety committee, Chief Rodwell gave several presentations on traffic and farm safety and preventative measures they can take to avoid being victims of crime.



## Our Future Together:

In the past few years, the Fremont Police Department has made great strides in building trust and legitimacy. However, our work is never done. We look forward to building relationships with the community and working together to make Fremont a great place to live, work, and worship.

If you have any questions or concerns, please contact our department and let us know.

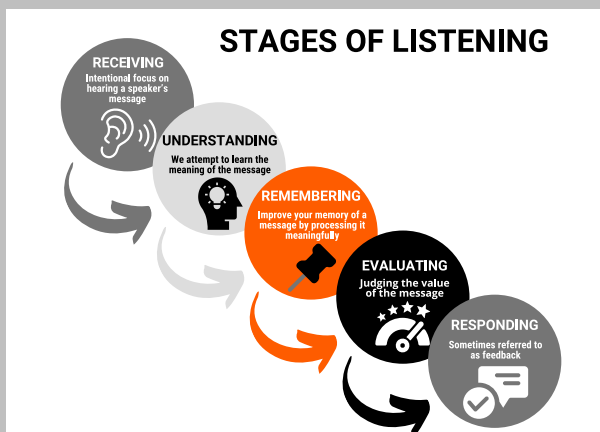


# PILLAR #2 POLICY AND OVERSIGHT

In 2015, the President's Report for 21st Century Policing determined that well-defined job expectations produce effective teams with employees who know their roles and purpose. When leaders take the time to set expectations, they create conditions for more growth, freedom, and happiness. The Fremont Police Department (FPD) carries out its mission through clear policies that reflect community values. We will continue to strive for excellence and transparency.

## Creating effective teams by setting policy and oversight

Facilitate crime reduction through community engagement:



FPD cannot solve all quality-of-life issues in the community through enforcement. Over the last several years, Chief Rodwell met with community members. These listening sessions solicited input on strategies affecting our quality of life.

These sessions sparked numerous fruitful discussions, leading to the initiation of various projects within the City of Fremont. This

collaborative approach, where the community's voice is heard and valued, is a powerful tool for leaders to gather the information necessary to make informed decisions and take practical actions. Your active participation in these discussions drives positive change in our community. We sincerely appreciate the valuable contributions of everyone who participated in these sessions. Your insights and feedback are instrumental in shaping our strategies and policies.

Fueled by your valuable feedback, these discussions resulted in the FPD deploying more traffic speed radar signs around the city, improving crime victim assistance, and a more robust extra patrol schedule to address traffic safety.

When police use force:

We want to share the first paragraph of the Law Enforcement Code of Ethics. “As a law enforcement officer, my fundamental duty is serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against



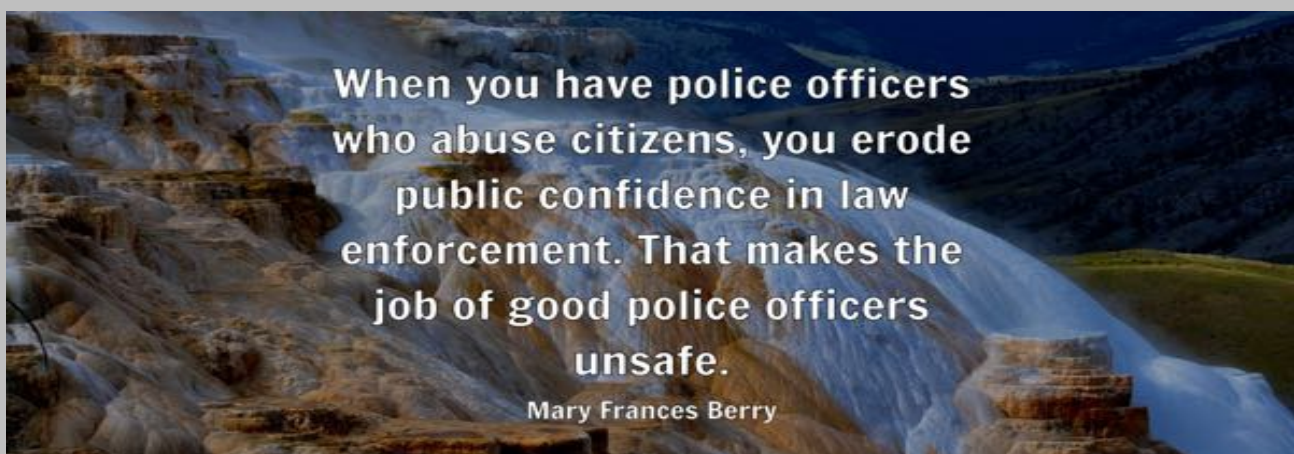
to

violence or disorder; and to respect the constitutional rights of all to liberty, equality, and justice.” This code of ethics, state and federal law, various court decisions, and holding ourselves to community-accepted moral principles help us evaluate any application of force.

Our commitment to transparency and accountability is unwavering. In the unfortunate event of an officer-involved deadly force incident, we mandate independent criminal and administrative investigations from external agencies as recommended by the 21<sup>st</sup> Century Policing recommendations published in 2015. FPD will request an investigation by the Michigan State Police Special Investigations Bureau.

To ensure transparency, we pledge to release relevant information within 24 hours of the incident. Our staff rigorously monitors data related to the use of force, evaluating each incident against three standards: Legality, adherence to policy and procedure, and reasonableness based on the circumstances.

When our officer arrives on a call, our primary goal is to ensure the safety of all involved. Ideally, we can gain compliance by verbal persuasion. FPD trains these critical skills each year to achieve this optimal goal. As guardians of their communities, officers must make it their top priority to protect both themselves and the people they serve from danger while enforcing the laws. Your safety is our utmost concern.



## Data collection to make better decisions:

Starting in April of 2021, FPD started using Central Square Reporting Software to monitor case reports, traffic stops, and dispatched calls for service.

## Treating people fairly:

Law enforcement is the most visible and largest contingent of guardians of civil and human rights, and influential leaders recognize the ethical and legal imperatives to which they and their officers must adhere to ensure the protection of all individuals' civil rights. FPD prohibits discrimination based on race, ethnicity, national origin, religion, age, gender, gender identity, sexual orientation, immigration status, disability, housing status, occupation, or language frequency.

## Do the police have ticket quotas?

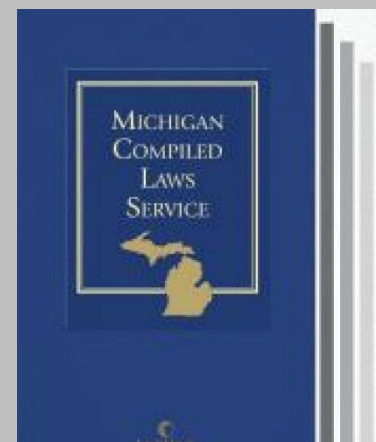


Michigan Compiled Law 257.750 prohibits any law enforcement agency from requiring an officer to issue a predetermined number of citations. This law also prohibits the number of citations issued to measure a police officer's performance. The City of Fremont does not financially gain from any fines and costs from

citations we issue. This is part of our commitment to be neutral when enforcing the law. State and local governments are responsible for backing their police agencies, so the relationship between their police and community is characterized by respect, collaboration, and transparency. FPD will never consider ticket quotas as a valid financial source of revenue for our community.

## Constitutional rights and professionalism:

Officers are sworn to uphold the U.S. Constitution and its protections. When officers conduct traffic stops, FPD policy requires officers to inform people why they are being stopped after the officer correctly identifies themselves. Should we seek to search, we will ask for informed consent before seeking a search





warrant or complying with a recognized exception to the search warrant rule.



The Fourth Amendment of the U.S. Constitution provides that “the right of the people to be secure in their persons, houses, papers, and effects, against unreasonable searches and seizures, shall not be violated. This provision aims to protect people’s right to privacy from unjustified intrusions by the government. FPD holds constitutional protections as sacred responsibilities that will never be violated.

**Conclusion:**

FPD is committed to building and strengthening trust with all community members through effective policy and oversight. It can achieve this goal only through transparency, responsible action, and setting expectations through effective policy.

# PILLAR #3 TECHNOLOGY AND SOCIAL MEDIA

The Fremont Police Department (FPD) strategically employs technology to enhance community safety as recommended by the 21<sup>st</sup> Century Policing Task Force. According to this task force, technology can improve policing practices and build community trust and legitimacy. Technology as a force multiplier makes our work safer and forms a crucial part of a comprehensive plan that upholds the constitutional rights of everyone in our community. FPD also harnesses the power of social media for community outreach. Technology and social media play a pivotal role in ensuring Fremont's safety.

## The technology used by FPD:

### Evaluating technology

Any technology adopted by FPD undergoes a rigorous evaluation process, emphasizing our commitment to ethical practices. It is first assessed by the police department and city administration staff and then fiscally approved by the City Council. Our policies and procedures set strict criteria to ensure that the technology aligns with our department's values, is ethically sound, and is financially responsible. We mainly focus on areas that could potentially compromise privacy. To further safeguard against abuse, FPD engages a local attorney to review prospective technology.



## Body Worn Cameras

FPD has a body-worn camera (BWC) program. Officers wear cameras on their uniforms when responding to calls, performing traffic safety through enforcement, and interacting with community members. Many community stakeholders and criminal justice leaders have suggested that placing BWCs on police officers improves the civility of police-citizen encounters and enhances citizens' perceptions of police transparency and legitimacy.



When officers wear a BWC, they create a record of the event. Supervisors can evaluate it, the public can review it, and it can be used as evidence during a court proceeding. In 2024, FPD created over 8,200 video records of contact with the community. Complaints against officers have reduced by over 85% since starting the cameras in 2019.

FPD worked with the Small Rural Body Worn Camera Program sponsored by the Department of Justice Bureau of Justice Assistance. This partnership brought a comprehensive review of the FPD program. FPD passed this review, complying with national standards. One example was planning to release a critical incident video to the community promptly. FPD's policy of releasing critical incident videos within 24 hours embraces this recommendation. The Department of Justice then authorized a grant to purchase new cameras to replace old, worn-out units.

## In-Car/Dash Video Systems



Each patrol car has a video unit on its windshield that constantly records. This technology also monitors the speed, the direction of travel, and whether emergency lights are being operated at a given time. Dashcams and body-worn cameras are essential tools for irrefutable, fact-based evidence that can provide officers with total transparency for their actions in the line of duty. The video is automatically downloaded to a server storage service that prohibits manipulation or deletion by anyone.



### Uncrewed Aerial Vehicle (UAV)



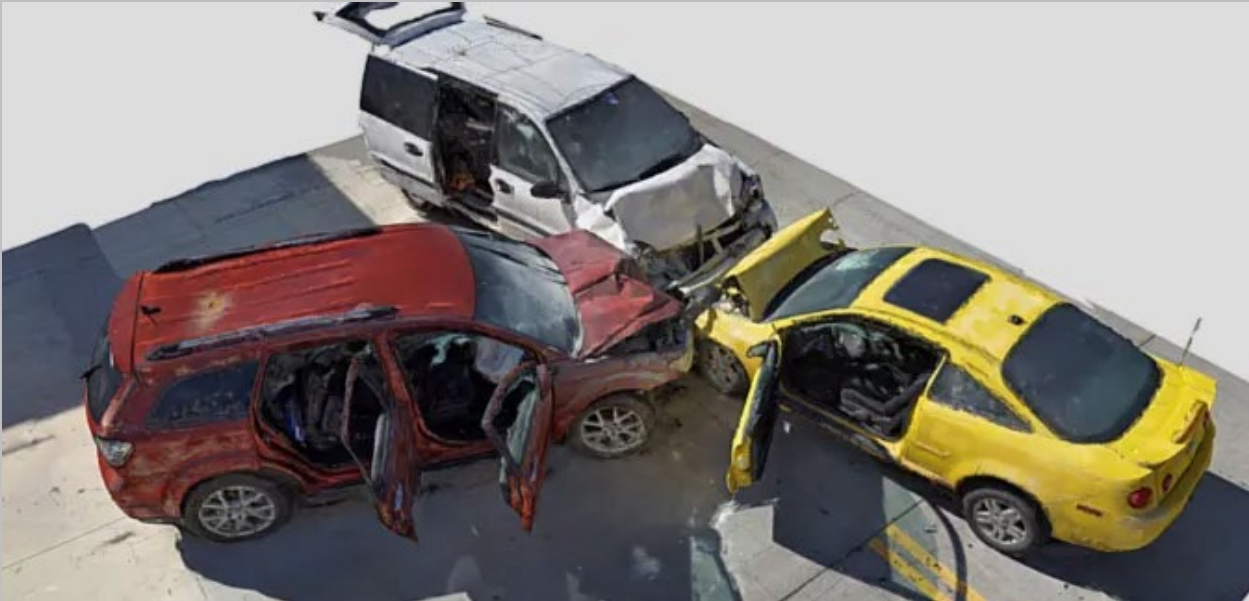
FPD has one UAV/drone designated for aerial photographs of crime scenes, traffic crashes, or documenting city development projects. The drone uses photogrammetry software to produce maps of the area. In short, UAV/drone photogrammetry uses drones to capture many two-

dimensional images over a geographical area and compile them into an accurate three-dimensional terrain model or map using specialized photogrammetry software. These images are critical in offering accurate evidence during adjudication, which the prosecution can use to convict or exonerate the innocent.

FPD policy mirrors the ACLU's recommended safeguards for UAV use by law enforcement when flying over private property or when the camera is recording private property. A drone should be deployed by law enforcement only with a warrant, in an emergency, or when there



are specific and articulable grounds to believe that the drone will collect evidence relating to a particular criminal act.



## Electric Conductive Weapons

FPD's priority is life safety and protecting the rights of all parties involved in an incident. All officers undergo extensive training to de-escalate volatile situations. De-escalation typically refers to a process or collection of tactics used to prevent, reduce, or manage conflict-related behaviors, such as verbal or physical agitation, aggression, violence, or similar behaviors. Currently, officer-civilian interactions face unprecedented scrutiny, particularly incidents that result in the use of firearms by either or both sides. The Taser (ECW) device is intended to control a violent or potentially violent individual while minimizing the risk of serious injury.



When FPD cannot de-escalate a volatile encounter, officers may discharge the ECW only under strict guidelines, sending two probes that conduct electricity. After the probes contact the aggressive subject, the probes cause the muscles to flex, incapacitating the individual without permanent or long-lasting injuries.

During one use of an ECW in 2022, officers at FPD were able to protect themselves from a person trying to strike them with a metal bar after the person broke into a residence. The

ECW caused the person to drop the metal bar, which allowed officers to take him into custody and transfer him to mental health treatment at the Newaygo County Jail. FPD is confident that without the use of the ECW, this event would have ended in tragedy.

### **Social Media and Community Notifications**

Changes in social media and the Freedom of Information Act have changed how FPD relates to the community using social media. In 2024, FPD partnered with the Michigan State Police 6<sup>th</sup> District Headquarters public information officer and Newaygo County Emergency Services to release pertinent information to the community. This initiative brings more interaction and broader information to create safer communities. Anyone can register for our social media accounts through Nixle, which the Newaygo County Emergency Management Office offers at:

<https://www.everbridge.com/products/nixle/>.



FPD still prefers to know about incidents by having you contact the Newaygo County Central Dispatch 911 center.

### **Conclusion:**

Implementing new technologies can allow police departments to fully engage and educate communities in a dialogue about their expectations for transparency, accountability, and privacy. FPD is committed to only using technology that supports our community service mission. Chief Rodwell would like to thank the community for their support in obtaining this valuable technology.

# PILLAR #4 COMMUNITY POLICING AND CRIME REDUCTION

The President's Task Force for the 21<sup>st</sup> Century Report concluded that Community Policing is an organizational strategy that allows law enforcement to partner with the community to solve problems. FPD is making community policing an intentional act, not just a philosophy. FPD uses this strategy daily by monitoring the causes of crime, collaboratively working with the community for a solution, and then carrying out the solution legally and ethically.

## **Here are some of the ways we use community policing to serve**

### **Relational Policing**

Chief Victoriano from Waco, Texas, developed relational policing. While like community policing, relational policing focuses on the relationship between police and the community. It is about creating, building, and maintaining lasting relationships between law enforcement officers and the people they serve, improving public safety and enhancing the quality of life for all.

Some community members in Fremont know the police by their first name, which is good. When people need help, they will often request a specific officer. This is all because officers at FPD get to know the community they serve personally, fostering a warm and trusting relationship and making the community feel more connected and engaged.

### **Responding to community blight**

As economic times in Fremont became hard, many of the homes and properties around the city came into disrepair or were littered with junk and trash. FPD had been issuing appearance tickets for property owners, which cost them several hundred dollars in court fines. Starting in 2023, FPD completely changed how these issues were being addressed through a comprehensive review of ordinances, policies, and procedures through the lens of community policing.

The City of Fremont now has a code officer responsible for addressing these issues. Our code officer will first notify a property owner of a problem with the property and then work to find a solution. Before FPD issues any citations, an exhaustive review is completed that considers the support of social services or civic groups. FPD is not here to write our town



tickets; we are here to help work on a problem. Since this initiative, 87.5% of homes with violations are addressed before a citation is needed.

## Crisis Intervention Teams

During the fall of 2024, FPD partnered with Arbor Circle Mental Health to bring Crisis Intervention Teams (CIT) to Fremont. The CIT program is a community partnership of law enforcement, mental health, and addiction professionals, individuals who live with mental illness and addiction disorders, their families, and other partners to improve responses to mental health crises. After training is completed in the spring of 2025, FPD will use CIT when responding to a call from a person in crisis. CIT will be deployed to work towards these two goals:



1. Develop the most compassionate and effective crisis response system that is the least in a person's life.
2. To help persons with mental disorders and addictions access medical/mental health treatment rather than in the criminal justice system due to illness-related behaviors.

## Handle with care

The 21<sup>st</sup> Century Policing Report recommended practices in policing that reflect the values of protection, especially for the most vulnerable. Based on this recommendation, FPD brought the Handle with Care program to Fremont Schools. When any law enforcement contacts a student who attends the school during a violent or traumatic call, the school implements individual, class, and whole school trauma-sensitive curricula so that traumatized children are "Handled with Care."



**HANDLE WITH CARE: MICHIGAN INITIATIVE**  
**PROTECT • HEAL • THRIVE**

## Juvenile justice reforms



Fremont Public Schools was dealing with vaping, cigarettes, and marijuana use at the school, which significantly interfered with the educational environment. The problem was so bad that officers had to petition up to 12 kids a week into the probate court system. Petitioning kids is not in the best interest of our kids or the school. FPD obtained a school police officer who developed a diversion program for first-time offenders at the school.

With permission from our court, first-time offenders can now participate in a seminar instead of petitioning the court. FPD has reduced petitions for first-time offenders to about two a month. The use of these substances has dramatically been reduced on campus, allowing the best environment to learn.

### **Conclusion:**

FPD has brought community policing into our culture and intentionally implements it daily. Working with the community to resolve problems makes this a “team event.” We thank everyone who has let us know about their concerns and participated in equitable solutions.

The 21<sup>st</sup> Century Task Force wrote, “It must be stressed that the absence of crime is not the final goal of law enforcement. Rather, it promotes and protects public safety while respecting the dignity and rights of all.” FPD continues to strive for excellence in community policing.



# PILLAR #5 TRAINING AND EDUCATION

When FPD officers serve the public, we want them to offer the best service possible. Training and education help reach this goal. The President's Task Force for the 21<sup>st</sup> Century Report stated, "Today's line officers and leaders must meet various challenges including international terrorism, evolving technologies, rising immigration, changing law, new cultural mores, and a growing mental health crisis. In Fremont, the staff is challenged with limited resources and staff while maintaining the best service possible. FPD uses a comprehensive training and education plan to prepare for all these challenges.

## Here are some of the ways we use to train and educate our staff

### State of Michigan Standards

FPD officers are certified and licensed through the Michigan Commission on Law Enforcement Standards (MCOLES), which has operated in Michigan since 1965. MCOLES is part of the Michigan State Police and was created by law to serve the people of Michigan by ensuring public safety and supporting the criminal justice community. FPD exceeds the standards for yearly training requirements set by the Michigan Commission on Law Enforcement Standards (MCOLES).



MCOLES establishes basic training, education, and performance requirements in police academies across Michigan, which each candidate must pass to obtain their certification license. FPD has higher standards requiring an associate degree, competitive testing, and a physical agility test before hiring.

### Community Input

FPD welcomes community members, offering input on how officers are trained to serve them best. Transparency is critical to this process. Should anyone wish to let FPD know what



training is needed, don't hesitate to contact the office or speak with the MCOLES directly at 517-636-7864. Community input can help guide training and build relationships.

## Ethics in Policing and Interpersonal Relations

Ethics is based on well-founded standards of right and wrong that prescribe what humans ought to do, usually regarding rights, obligations, benefits to society, fairness, or virtues. Interpersonal skills are traits you rely on when you interact and communicate with others. FPD is committed to improving each team member's skills in both categories.



Using classes offered by the Western Michigan Training Consortium, FPD officers learned about civil rights and human relations laws, cultural competence and sexual harassment, effective communication, civil disputes, victim rights, and procedural justice. In 2024, FPD participated in de-escalation training to learn how to diffuse tense and hostile events while reducing the need for any use of force. All Fremont officers are expected to treat others how we want to be treated or how we want our families to be treated.

## Mental Health Crisis



Using robust and detailed record keeping, 8.75% of non-traffic related FPD contacts involve someone with mental illness. Research indicates that departments offering specialized responses show more excellent officer knowledge of mental health conditions and more positive police attitudes toward individuals with mental health conditions.



The 21<sup>st</sup> Century Policing Report recommends that officers participate in Crisis Response Training (CRT). With a mental health professional, FPD officers would be the first to respond to a person needing mental health services and work towards getting the help needed.

Using online training sources through Police One Academy, FPD officers received 8 hours of training in 2024 on behavioral health emergencies, Autism awareness, Alzheimer's awareness, and applicable legal updates. All staff will participate in Crisis Response Training by 2025 to better prepare them to successfully handle an acute mental health crisis. The Fremont Police Department will never give less service to those suffering from mental health issues. Police officers not only are the first responders to these crises but often are the only source of immediate service for urgent mental health incidents.

## **Tactical Operations**



The 21<sup>st</sup> Century Policing Report discusses how critical thinking, social intelligence, implicit bias, fair and impartial policing, and historical trauma address the capacity to build trust and legitimacy, especially in diverse communities. FPD trains staff to implement aspects of these issues

during investigations and patrol procedures and to use appropriate legal update training effectively.

Further training on emergency preparedness, police defense and use of force, emergency vehicle operations, traffic enforcement, and special investigations is all part of tactical operation training.

## **Conclusion:**

Training and education will never cease at FPD. Every officer values the training and education offered by the department. FPD's commitment to training sets our department for successful policing during each challenge, mission, and opportunity to be a force for good in our community.

# PILLAR #6 OFFICER WELLNESS AND SAFETY

The President's Task Force for the 21<sup>st</sup> Century Report stated, "The wellness and safety of law enforcement officers is critical not only to themselves, their colleagues, and their agencies but also to public safety." In Fremont, staff safety and wellness are woven into our culture. FPD officers focus on several areas highlighted by the task force. They include physical, mental, and emotional health, vehicle accidents, officer suicide, shootings and assaults, and partnerships with social services, unions, and other organizations that can support solutions.

## Here are some of the ways wellness and safety are part of FPD

### Trauma-Informed Policing

Trauma results from physical and emotional harm and impacts an individual's functioning and mental, physical, social, emotional, and spiritual well-being. FPD Officers interact with people who have experienced trauma at some point in their lives every day. Responding appropriately to anyone who has experienced trauma keeps FPD officers compassionate about why they entered law enforcement and grounded in the principles detailed in our mission statement.



Trauma-informed policing also helps FPD members practice empathy and connect with the problem. Protecting and serving the community and public service is why being part of FPD is an honor and a privilege that must never be violated. FPD personnel are connected to this community and will work hard to serve it.

### Physical Fitness and Nutrition

High fitness levels can enhance officer safety, survivability, and overall health and wellness and facilitate the primary goal of every officer: to go home safe at the end of every shift. The President's Task Force reported that a large proportion of officer injuries and deaths are not

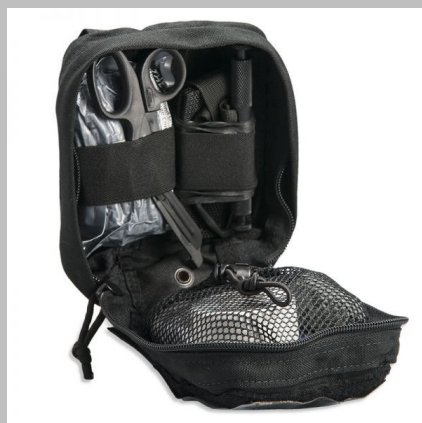
the result of interaction with criminal offenders but the outcome of poor physical health due to inadequate nutrition, lack of exercise, and sleep deprivation.

## **Vehicle Safety**

In 2023, 37 officers died due to traffic-related crashes, such as single-vehicle crashes, vehicle collisions, struck-by incidents, and motorcycle crashes while working along our nation's roadways. Traffic and vehicle safety are vital to keeping FPD officers safe. To keep our staff safe, FPD uses a system of training, police emergency vehicle operation drills, and monitoring through in-car video systems. FPD also participates in a rigorous maintenance schedule for our vehicles. Each FPD officer knows they cannot help the community if they cannot safely make it to a scene. Vehicle safety is an instrumental part of our success.

## **Tactical first aid kits and training, as well as anti-ballistic vests**

In 2023, 47 police officers died due to firearm-related deaths. FPD's plan to address this concern combines tactical first aid kits, training, and mandatory use of ballistic-resistant vests. They are using grant funding from the Department of Justice. FPD outfits each officer with a ballistic-resistant vest. In cases of extreme danger, each officer also has a heavy-duty ballistic plate carrier to wear over their vest. Officers can also access tourniquets and first aid kits to stop traumatic bleeding. This equipment comes with training from Life EMS and practical exercises designed to mimic real-world scenarios.



## **Chaplain and PSW program for critical incident stress debriefing**

Partnering with the Inspire Church, Fremont Methodist, and First Congressional Church afforded FPD three available chaplains to assist any staff not choosing services with a chaplain. FPD partners with a licensed social worker to assess officers' mental well-being and conduct critical incident stress debriefings. The officers who protect us must be protected against incapacitating physical, cognitive, and emotional health problems and the hazards of the job. FPD promotes mental health and stress management at all levels throughout the organization.

## Peer Counseling Programs

FPD personnel also engage in peer counseling between officers. Peer support is based on the notion that those who have overcome the impact of stress and traumatic events are uniquely qualified to assist others dealing with similar experiences through increased awareness and vigilance, empathic responses, and personal validation. FPD Officers have used the program and detail how beneficial it has been to all law enforcement in Newaygo County.



## Conclusion

Our officers are dedicated to protecting the excellent quality of life we enjoy in our community. We continually seek to enhance our public service role and prioritize having officers capable of serving.



# MISSION, VISION, VALUES

## Mission

Our mission is to provide character and leadership to our community, prevent and deter criminal behavior, promote a safe, healthy, and caring environment, and develop community relations and awareness of local issues.

## Vision:

We embrace the lessons learned from the past, always cognizant of utilizing these lessons to develop an enriched future for our citizens. Ever mindful that justice is impartial, we extend equality to all to solidify our position as a police department based first on service. Our professionalism will carry us through times of public scrutiny, and that professionalism will be the beacon that illuminates our path toward the objectives and ideals that we will constantly strive to achieve. It is the standard for which all may choose to follow, to aid and direct those in need, and above all, to guarantee that the rights of every one of our citizens to a peaceful existence and a safe environment are inalienable. We remain determined to hold these principles as our vision for the future and to serve this city in the spirit of cooperation borne to all its people.

## Values:

Our officers are dedicated to protecting the excellent quality of life we enjoy in our community. We continually seek to enhance our public service role and place a premium on having well-trained and licensed officers in several facets of law enforcement to serve you better.

1. Public Trust
2. The rights of all people
3. Accountability to the Law
4. Courage and Selfless Honor
5. Personal and Organizational Integrity
6. Excellent Service
7. Respect for our community and one another
8. Our employees and their service to the community

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