



Pittsfield Charter Township

Department of Public Safety

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Mandy Grewal, Supervisor

June 10, 2020

TO: Board of Trustees

FROM: Matt Harshberger, Public Safety Director

THROUGH: Mandy Grewal, Supervisor

RE: Report on Public Safety's Ongoing Community Relations Efforts

Pittsfield Township, in 2010, adopted the motto of Setting the Gold Standard in Public Service. This principle guides all our work, especially as it relates to public safety services. Maintaining peace and wellbeing in our community are paramount to our fundamental role as a local unit of government. With a commitment to inclusivity, respect and transparency, the actions of our police officers and firefighters speaks to the level of service and professionalism that everyone in our community has come to enjoy and expect for the past decade. It is truly a collaborative effort; an effort that involves a strong partnership and a high level of engagement and trust between us and the community we serve and protect.

The success of any public safety organization lies with the women and men who respond to the many police, fire and medical emergencies, providing important safety services to the public. Ultimately, our success is built on the foundation of a strong community; a community that consciously and openly supports their police officers and firefighters for the hard and highly professional work that they do day in and day out serving everyone in the community with respect, inclusivity, and equality.

During these trying times when a global pandemic and mass demonstrations against police brutality have occupied our daily focus, locally and nationally, we continue with our efforts to maintain the gold standard of public safety services. We must always be mindful that every day brings new challenges that will test our abilities and commitment, but our compassion and professionalism will endure, with the understanding and acknowledgement that we must always be working to be better than we were the day before – the safety and wellbeing of our community require it.

Some highlights of our work with regard to community relations, since 2010, include the following:

- Implemented modern community policing philosophy and best practices that focus on a community service-driven operational model
- Defined professional standards of conduct that emphasize courtesy, respect, impartiality, equality and inclusivity.
- Updated policy/procedure manuals, rules/regulations that highlight professional standards and best national practices
- Implemented and trained to national standards for understanding and preventing racial and implicit bias, ensuring fair & impartial policing, and utilizing verbal communication and de-escalation strategies to minimize use of force tactics.
- Engage and train with state and countywide public safety partners to establish collective responses to active assault (shooter), domestic and sexual assault, public demonstrations and events, natural disasters, and local/national crises utilizing national standards.

- Engage, train, and partner with Community Mental Health and SafeHouse Center for directed mental health and domestic violence and sexual assault response services.
- Continuing in-service training and awareness for public safety personnel in the areas of racial equity, implicit bias and cultural diversity.
- Building trust, transparency and inclusivity within organization that parallels behaviors/engagement with public outside of organization (leading by example; modeling positive attitude and work ethic)

Pittsfield Township’s commitment to providing important safety services to the public, as part of our overall commitment to sustainable equity, is only strengthened as our community and nation embark- especially after the cameras are turned off and the protestors empty the streets and the rhetoric on social media goes silent- on a deliberative and committed journey toward diligently working on rectifying the many social and racial injustices.

Our commitment to inclusivity and respect for all is unwavering: [Police kneel with protesters in Pittsfield Township protest against police brutality](#), June 9, 2020, mlive.com

The longitudinal bi-annual survey that Pittsfield Township has conducted, in partnership with the University of Michigan, since 2010 has consistently – in each of the five (5) surveys – rated Township residents as being satisfied with our public safety services. To delve deeper, however, this year we will conduct another, Township-wide, survey of our residents to get their input on if/how we may improve upon the public safety services currently offered to them at Pittsfield Township. Survey results will be relied upon to make recommendations for any changes. This approach allows us to continue partnering with our community to deliver the Gold Standard of Public Service in Pittsfield Township.

