



Future State - Vision 2025

The Saline Police Department is engaged with the community and local businesses, which promotes a feeling of being part of the town. We work alongside local community groups to promote our core values. Because of the work we do in the community we have developed a symbiotic relationship with a strong foundation that includes trust, communication, and shared goals. There is UNITY in the word community. Our Citizen's Police Academy allows community members and business owners to participate in learning what we do, and reinforces how we police the community, which adds fairness and transparency in what we do. Our partnership with Saline Area Schools is strong because of the many programs we offer to students, parents, and faculty. Our police officers' partner with social workers. This allows us to handle these types of calls for service with compassion and offer the best possible outcome for the person(s) we are serving. We sponsor and promote community events and utilize social media to keep the community aware of events we participate in and transparency.

We are recognized as a leader in Washtenaw County for our community policing. Many times, we are called for issues that are not criminal in nature, but we will never tell someone that we cannot help them. We are fortunate to have partnerships and collaborations with health and human service groups that we can have a warm hand off to. We have an exceptionally well-run volunteer (VIPS) program that has twenty-five members trained in crowd and traffic control, and first aid. We have officers trained in CPTED (crime prevention through environmental design). Our Saline streets and neighborhood sidewalks are lively with pedestrians because we make it a safe place to live, work and play for everyone. We have officers on bike patrol which allows a barrier free engagement with residents, visitors, and business owners. They bike around downtown and our community parks. They engage in conversations with our community members and business owners. This allows our community, and our officers get to know one another outside of an acute crisis environment.

Our police department is transparent in all our practices. We investigate all citizen's complaints thoroughly. In cases where officers conduct is within the bounds of our policies, we seek to help citizens understand why their conduct is acceptable under department standards and policy. If our officers violate policies, we assure our citizen's that bad behavior is not tolerated and corrective measures will be taken.

Since 2021 we have expanded our jurisdiction to cover additional townships that border the city of Saline. We were able to expand our services because of the way we deliver our service. Our community members trust us and know our officers are their ally. People take pride in knowing that our officers will protect them, their loved ones, and their property. Members of our community engage with our officers without fear or hesitation. Not only did we expand our service delivery jurisdiction, but we have built a robust cadet program that currently includes all eligible students within Washtenaw County.

Saline is a community that people are attracted to. Our policies, procedures and daily operations reflect our community's emphasis on diversity, equity, and inclusion. It is important to us that we recruit and hire minorities to have a better representation of the community we serve. The police department and the community members continuously and consistently treat one another with dignity, respect, and integrity. Because of our diversified department and the training provided to our officers and dispatchers we can respond to incidents and successfully resolve them, regardless of race, culture, religion, sexual preference or language.

Our leadership at Saline Police Department is engaging and empowering, which keeps employees inspired and motivated. We are diverse and our officers are fulfilled by their careers. We care deeply about our employees and their wellbeing, offering officer wellness opportunities to promote resiliency. This resonates with young people who are looking at becoming a Saline Police Officer, as it provides them an opportunity to work in a department and in a community that supports them. We also offer flexible shifts. We provide the tools and training necessary for a successful succession plan and promote from within. Our successes are celebrated, and our failures are analyzed to ensure they are not repeated.

We are one of the best trained departments in Washtenaw County and provide training to other police agencies as well. We have state of the art equipment, and we hire the most qualified officers, dispatchers, and volunteers. Because of our demonstrated successes, other police departments model their policies, procedures, and operations after ours and seek counsel from our department leadership. Because of our participation in collaborative teams (SWAT/CNT/DEA/LAWNET/USRT/SRO/ATF) our officers are provided with top-notch investigative training at no additional expense to the department.

We have embarked on restorative justice and seek to guide a platform for a peaceful approach to harm, problem-solving and harm reduction in hopes to reduce recidivism. We have programs for our youth in which we engage with our youth to best set them up for future success. Whether a juvenile or adult we have a law enforcement diversion program in which we work with the juvenile and adult prosecutor to divert certain crimes out of the legal justice system.

Although Saline Police Department is a great place to work, we also recognize that past successes do not necessarily mean future success. We realize that as good as we are, there is always room for improvement. We commit to always seek to improve our performance as we look back on what we did today, by asking, what could we have done better? We have built many robust partnerships with the community, business owners, faith-based communities, community mental health, substance use disorder clinicians and prosecutor's office. We have built such a strong foundation that it will not be torn down.



Future State - Vision 2032