

MUSKEGON POLICE DEPARTMENT

**MUSKEGON
POLICE**

**ANNUAL
REPORT
2024**



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ADMINISTRATION

Dear Muskegon,

I am honored to reflect on another year of dedicated service to our community. Throughout 2024 with the effort of our entire team, we have focused on enhancing our department's operations and strengthening our relationship with the community we serve.

2024 was a year of growth and development for the Muskegon Police Department. Like many law enforcement agencies locally and nationally, we have felt the effects of staffing shortages. The men and women of MUPD continue to serve our community with integrity and courtesy. This past year we sponsored nine Police Recruits to attend the Grand Valley State University and Grand Rapids Community College Police Academies, and we welcomed one lateral transfer Officer to our ranks.

Training is a priority. Our officers participated in several specialized training programs, including Crisis Intervention, Internal Affairs Investigations, Mobile Field Force and Crowd Management, Driving Training, and Active Violence Response, among others. Our Administrative Captain also completed the FBI National Academy to further develop our leadership capabilities.

This past year we have also invested in our communication tools and engagement with our citizens through outreach events and a new tool that allows people to provide instant feedback of our service.

I am especially proud of updating our mission, vision and value statements this year. These changes have been a collaborative effort by the entire team and reflect changes made by our department to better serve our community and our motivation to continuously improve. You can see these statements on the next few pages.

Looking ahead to 2025, I am excited to continue our partnerships with local schools, businesses, neighborhood associations, non-profits, and community organizations. Together, we will continue our work to reduce crime, reduce anxiety, and enhance the overall quality of life for the residents and visitors of Muskegon. By working hand in hand with the community, I am confident we will continue to make Muskegon a safer and more welcoming place for everyone.

Respectfully,

Timothy E. Kozal
Director of Public Safety

MISSION

To serve and protect the diverse community of the City of Muskegon with integrity, professionalism, and compassion. We are committed to fostering trust, promoting safety, and enhancing the quality of life for all residents and guests through proactive policing, community partnerships, innovative solutions, and providing a safe environment for growth and prosperity.

VISION

We envision a community where all individuals feel safe, respected, and empowered. We aspire to be leaders in building bridges between law enforcement and the community, fostering mutual understanding in creating a culture of inclusivity, transparency, and accountability.

VALUES

Integrity – We conduct ourselves with honesty, fairness, and ethical behavior in all aspects of our work, maintaining the highest standards of integrity and professionalism.

Accountability – We hold ourselves accountable for our actions and decisions, taking responsibility for our conduct, adhering to policies and procedures, striving to be transparent and responsive to the needs and concerns of the community.

Service – We are dedicated to serving the needs of our community with empathy, respect, and responsiveness; striving to exceed expectations and providing assistance with compassion and care.

Respect – We value the dignity and worth of every individual, treating all members of the community with fairness, empathy, and understanding, regardless of background or circumstance.

Continuous Improvement – We are committed to perpetual learning, innovation, and professional development, seeking out new ideas, best practices, and technologies to enhance our effectiveness and better serve the evolving needs of our community.

BUDGET EXPENDITURES

The Muskegon Police Department invested in a Capital Budget item that modernized investigation capabilities of the department with the purchase of a second drone, the Matrice 30T. An additional Capital Budget expenditure included the remodel of the second floor Investigations Bureau area.

Matrice 30T - The drone is utilized for patrol led deployments, traffic crash reconstruction, search and rescue, crime scene investigation, tactical operations, forensic investigations, interior operations, and fire operations. All Muskegon Police Department Drone Operators are FAA Part 107 Certified.

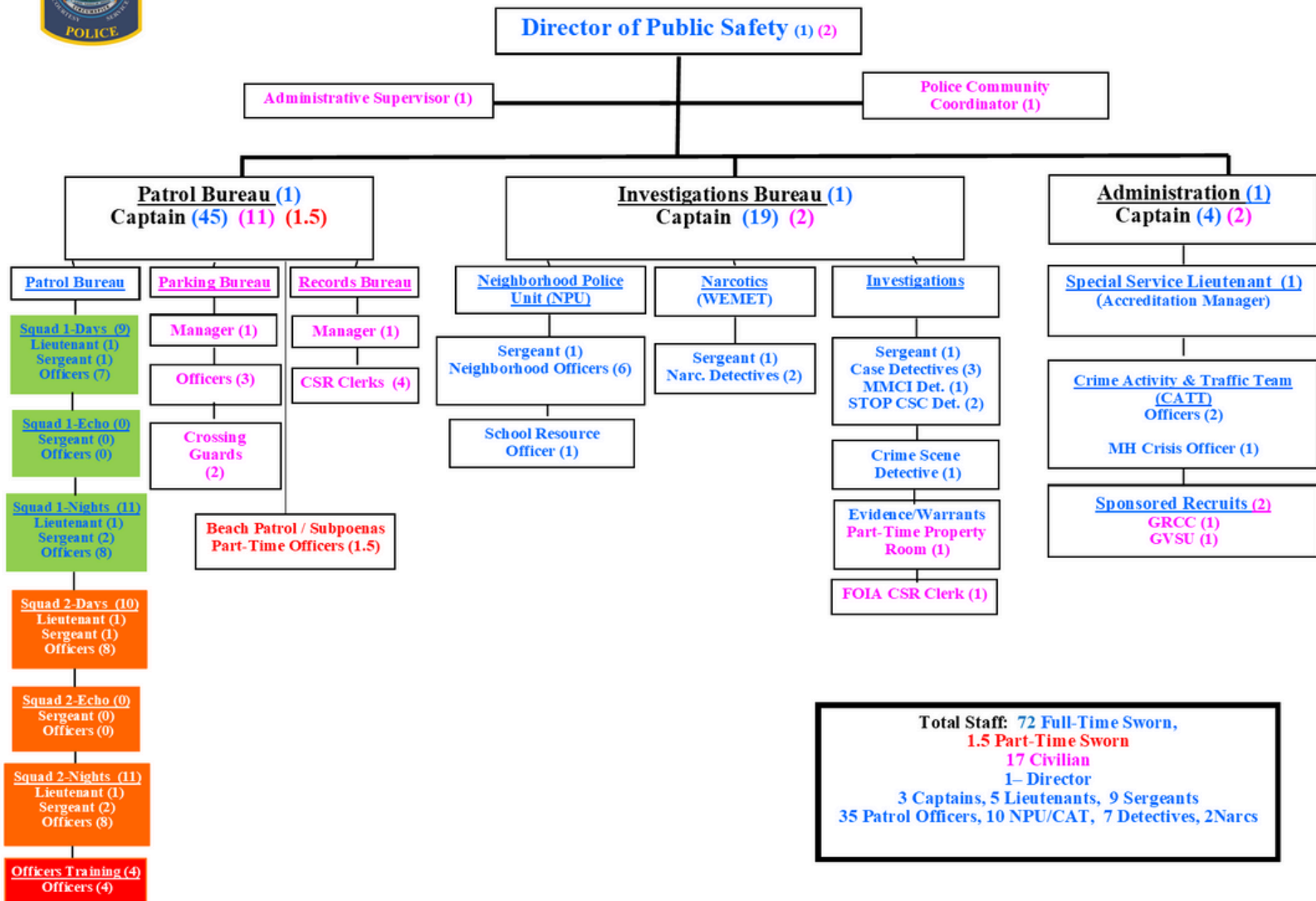
Investigations Bureau Remodel - Unoccupied second floor space in City Hall was remodeled into a modern Investigations Bureau. The space encompasses 4,250 square feet and includes two command offices, a break area, investigator cubicles, a conference room, an electronics investigation room, and an interview room.





ORGANIZATIONAL CHART

MUSKEGON POLICE DEPARTMENT Organizational Chart

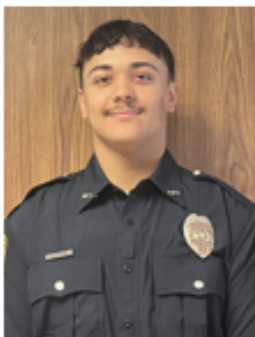


NEW EMPLOYEES

The Muskegon Police Department hired ten full-time Officers in 2024. Eight Officers resigned or retired from the department in 2024. The Muskegon Police Department currently employs seventy-two full-time Officers and three part-time Officers.



Linsye Lopez



Ronald Taylor



Tyler Kruis



Anthony Mida



Joshua Loader



Joshua Tinkham



Blaiyn Kulczynski



Anthony Mead



Nathan Crace



Marlin Dunmire

Promotions

Dan Harwood was promoted to Road Patrol Lieutenant. Scott Dykman was promoted to Road Patrol Sergeant.



Lt. Dan Harwood

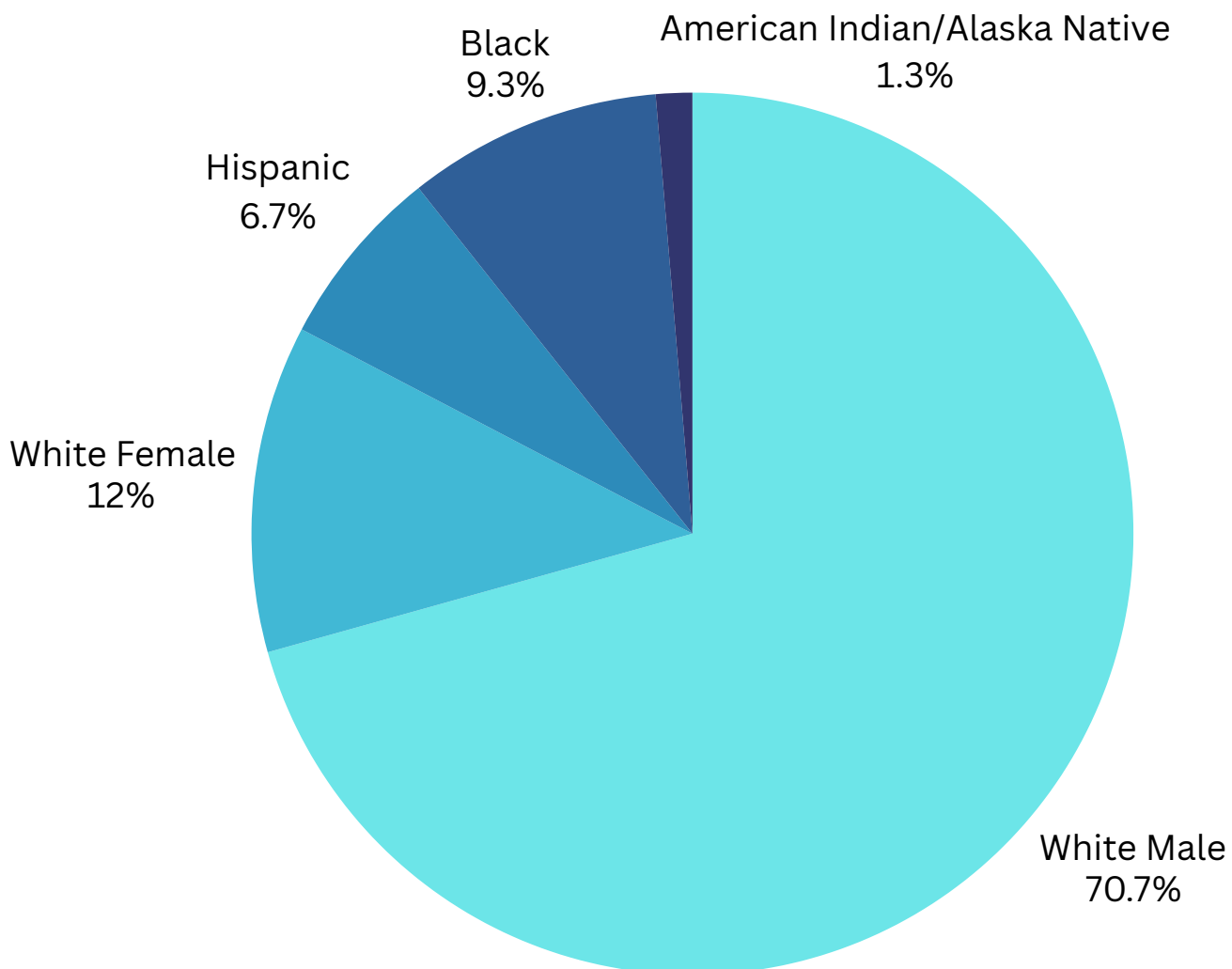


Sgt. Scott Dkyman



OFFICER DEMOGRAPHICS

Racial demographic of 72 sworn officers in 2024





LAW ENFORCEMENT ACCREDITATION

The Muskegon Police Department was awarded the distinction of accreditation in February of 2021 and re-accreditation in February on 2024 through the Michigan Association of Chiefs of Police (MACP). Law enforcement accreditation is a self-initiated, voluntary process and is based on standards which are reflective of best practices in law enforcement.

The Michigan Law Enforcement Accreditation Commission (MLEAC) establishes the professional best practice standards for departments, as well as ensures the agency is following those standards by conducting a comprehensive on-site assessment. The Muskegon Police Department was required to produce proof to the MLEAC during the assessments to ensure that the standards and written directives were being followed.

Accreditation is a commitment to excellence in law enforcement and is considered a significant professional achievement. Through accreditation the Muskegon Police Department hopes to:

- Increase public confidence, transparency, and accountability in the agency.
- Strengthen understanding of agency policies and procedures by agency personnel.
- Decrease susceptibility to litigation and civil court settlements.
- Potentially reduce liability insurance costs.
- Provide state and local recognition of professional competence.

Currently, out of the 588 police agencies in Michigan, 90 are accredited through MLEAC. The Muskegon Police Department and the Norton Shores Police Department are the only agencies accredited in Muskegon County. Re-accreditation takes place every three years. The Muskegon Police Department will complete the re-accreditation process again in 2027.



TRAINING

6,965 COMBINED TRAINING HOURS IN 2024

The Muskegon Police Department is dedicated to demonstrating compassion for all people and rendering services with respect, dignity, and courtesy. One of the ways the department enhances organizational excellence is through education and training. In 2024, Officers received a combined 6,965.38 hours of training. Training is delivered to Officers in several ways including in-service training and through the West Michigan Criminal Justice Training Consortium (WMCJTC).

Core Training

Core Training makes up the majority of disciplines that can get an officer hurt, criminally charged, or the Officer or the city sued. These training disciplines include firearms, legal update, emergency vehicle operation, physical controls/defensive tactics, and Officer safety. The Michigan Commission on Law Enforcement Standards (MCOLES) created a Mandatory Firearms Standard for all Officers in the State of Michigan and Advisory In-Service Standards for each of the other disciplines within the Core Training category. In 2024, MPD Officers spent 1,558.33 hours training in the Core disciplines. This was approximately 22% of our combined training hours and equals approximately 20 hours per Officer.





TRAINING

6,965 COMBINED TRAINING HOURS IN 2024

Elective Training

Elective Training consists of those disciplines that make our Officers better, and more well-rounded as Police Officers. These types of trainings can address an identified deficiency for a particular Officer or trainings in Law Enforcement Assisted Diversion, Stress Management, or CPR/AED that make our Officers more effective at what they do.

In 2024, MPD Officers spent 2,202.50 hours training in the Elective disciplines. This was approximately 32% of our combined training hours and equals approximately 29 hours per Officer.

Specialized Training

Specialized Training is only delivered to certain Officers. This type of training usually trains the Officer to either train his/her peers in a certain topic or enhances the education of an Officer who specializes in that discipline. Examples of specialized training would be Field Training Officer, Fair and Impartial Policing Instructor, Crisis Intervention Training (CIT), and Supervisor Training. Specialized training comprised 41% of our combined training hours. MPD spent considerable resources training Officers in Crisis Intervention Training (CIT), to become instructors in their respective disciplines, and leadership.

Current Topic Training

Current Topic Training is the mechanism used to deliver short electronic training through PowerDMS to all of our Officers and occasionally to our non-sworn staff. These trainings or updates vary in topic. They range from Legal Updates to voter law or how to handle topics such as lab submissions. An estimated value of how long the training will take to cover is assigned. Typical values are about 15 minutes per topic. MPD Officers are required to save these trainings for future reference. In 2024, eighteen (18) Current Topic Trainings were sent out which equaled 4.75 hours of training per Officer or 5% of our total MPD training hours.

The total training hours for 2024 decreased by 1,213.62 hours from 2023, which is attributed to no regional staff and command training taking place in 2024. MPD concentrated our efforts in 2024 on training CIT Officers, instructors, and leadership. Training efforts in 2025 will concentrate on the MCOLES Continuing Professional Education training requirements.

PowerDMS
by NEOGOV



FBINAA
FBI National Academy Associates, Inc.





INTERNAL AFFAIRS

The Muskegon Police Department takes seriously all complaints regarding the service provided by the department and the conduct of its Officers. The department will accept and address all complaints of misconduct in accordance with policy and applicable federal, state and local law, and municipal and county rules, and the requirements of any collective bargaining agreements. It is also the policy of this department to ensure that the community can report misconduct without concern for reprisal or retaliation.

In 2024, 8 formal Internal Affairs investigations were completed. 5 of the complaints were received against Officers from members of the public and 3 were self-initiated by Muskegon Police Department staff. 3 of these complaints were sustained, 2 exonerated, and 3 unfounded. An additional 28 informal complaints were made directly to Command Officers. 18 of these complaints were unfounded and 10 were exonerated.

In 2024, Officers of the Muskegon Police Department had 58,028 contacts with citizens and guests of the City of Muskegon. Officers wrote 23,433 police reports, arrested 3,495 subjects, and wrote 2,524 traffic citations. During the course of 2024, 36 total complaints were received from members of the public or self-initiated by the department concerning members of the Muskegon Police Department. Zero of these complaints alleged bias on the part of the Officer(s) involved. **For the year 2024, the Muskegon Police Department had a complaint percentage of 0.062%.**

Unfounded - The allegation is false or not factual.

Exonerated - The incident occurred but the employee's actions were justified.

Not Sustained - The facts as presented are insufficient to prove or disprove the allegation.

Sustained - The allegation is supported by sufficient evidence to justify a reasonable conclusion of guilt.



CALLS FOR SERVICE

Road Patrol

Road Patrol consists of one Captain, four Lieutenants, six Sergeants, and thirty-five Patrol Officers. Road Patrol is responsible for providing for public safety by maintaining order, responding to emergencies, protecting people and property, promoting good community relations, patrolling assigned areas to prevent crime, enforcing laws, ordinances, and traffic regulations, controlling crowds, and arresting violators.

58,028

CALLS FOR SERVICE

5,222

TRAFFIC STOPS

23,433

POLICE REPORTS

3,495

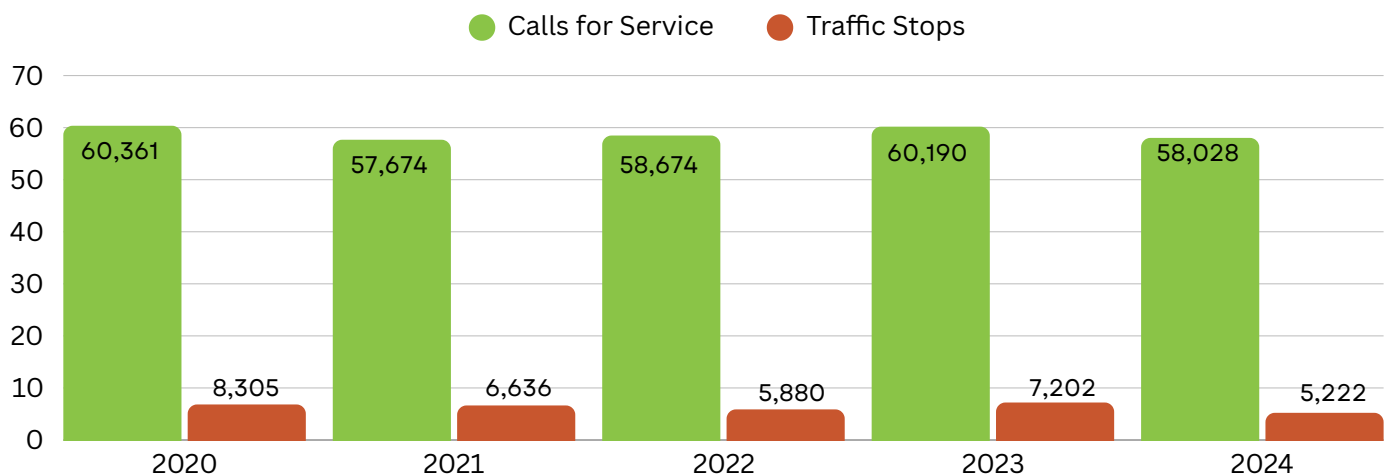
ARRESTS

2,524

TRAFFIC CITATIONS

Dispatched to, or self-initiated calls for service decreased by 3.5% and traffic stops conducted decreased by 27.5% from 2023. The decrease can be attributed to a new operating system being implemented in June of 2024, which caused a decrease in self-initiated activity as officers adjusted to the new system.

Calls for Service and Traffic Stop Comparison

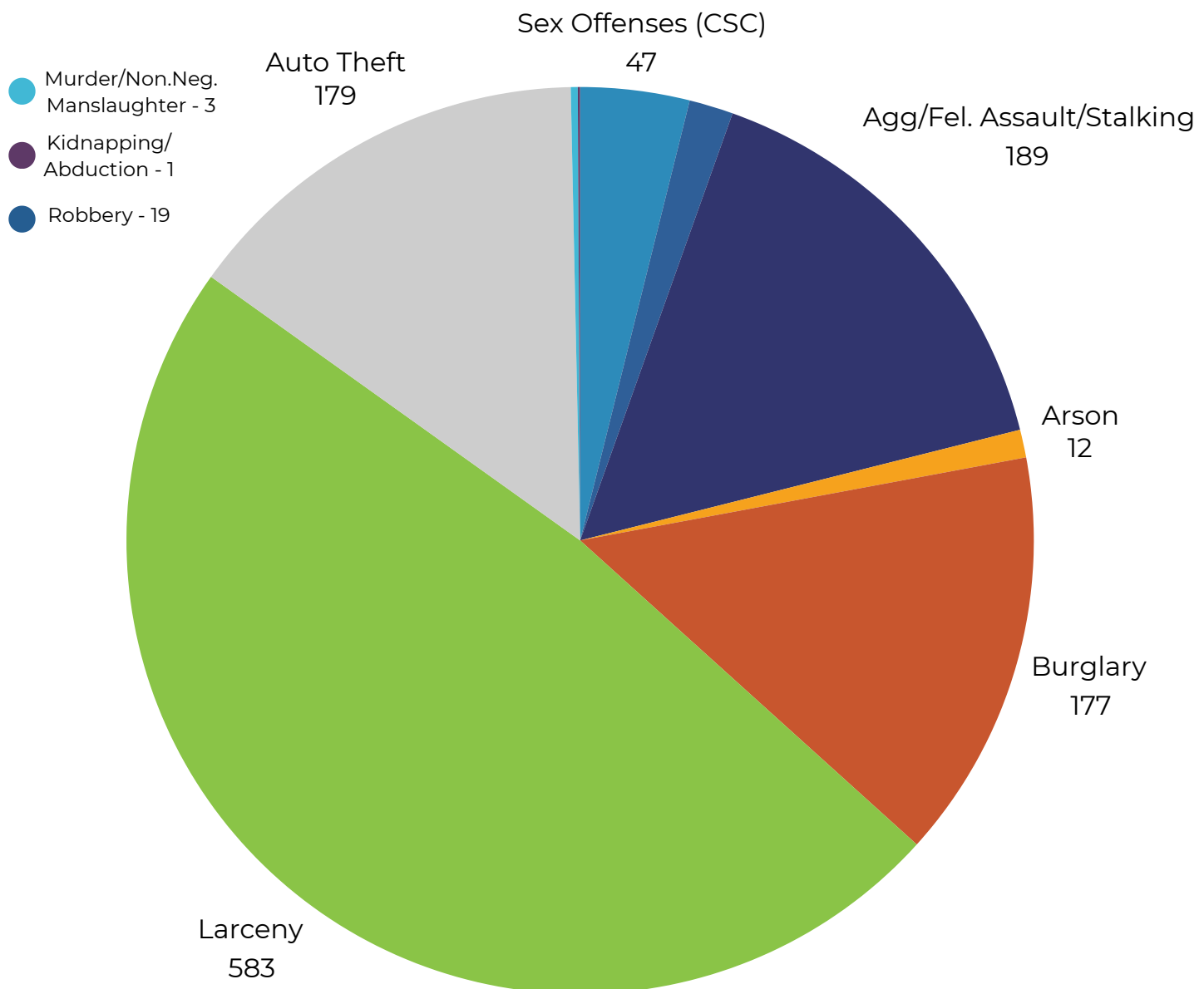




MUSKEGON POLICE CRIME STATS

During 2024, the City of Muskegon saw a 8.7% decrease in Part 1 crimes (serious felonies) and a 16.1% increase in Part 2 crimes (non-serious felonies and misdemeanors)

Part 1 Crimes

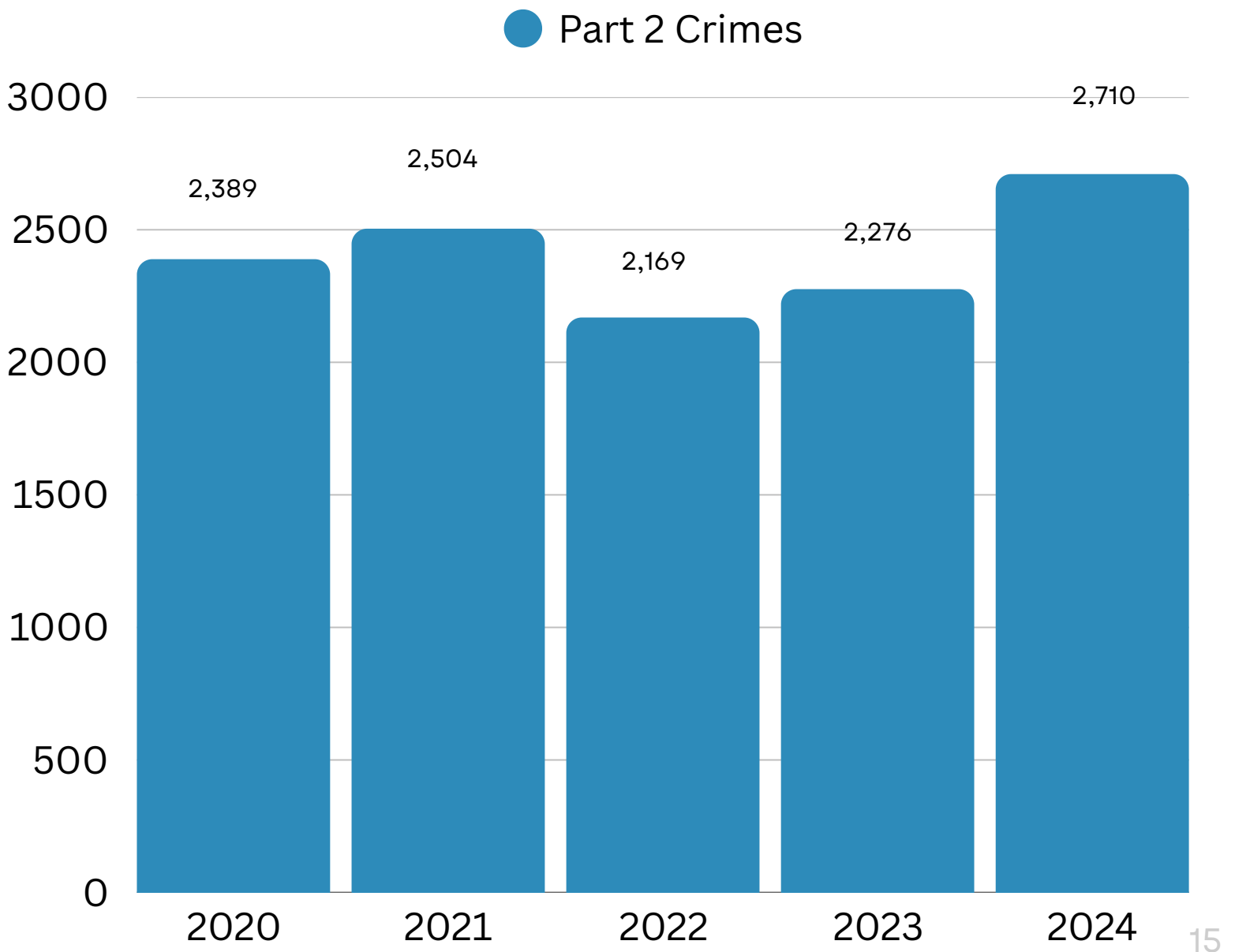




MUSKEGON POLICE CRIME STATS

During 2024, the City of Muskegon saw a 8.7% decrease in Part 1 crimes (serious felonies) and a 16.1% increase in Part 2 crimes (non-serious felonies and misdemeanors)

Examples of Part 2 crimes: Damage to Property, Non-Aggravated Assault, Retail Fraud, Operating While Intoxicated (OWI), Trespassing.



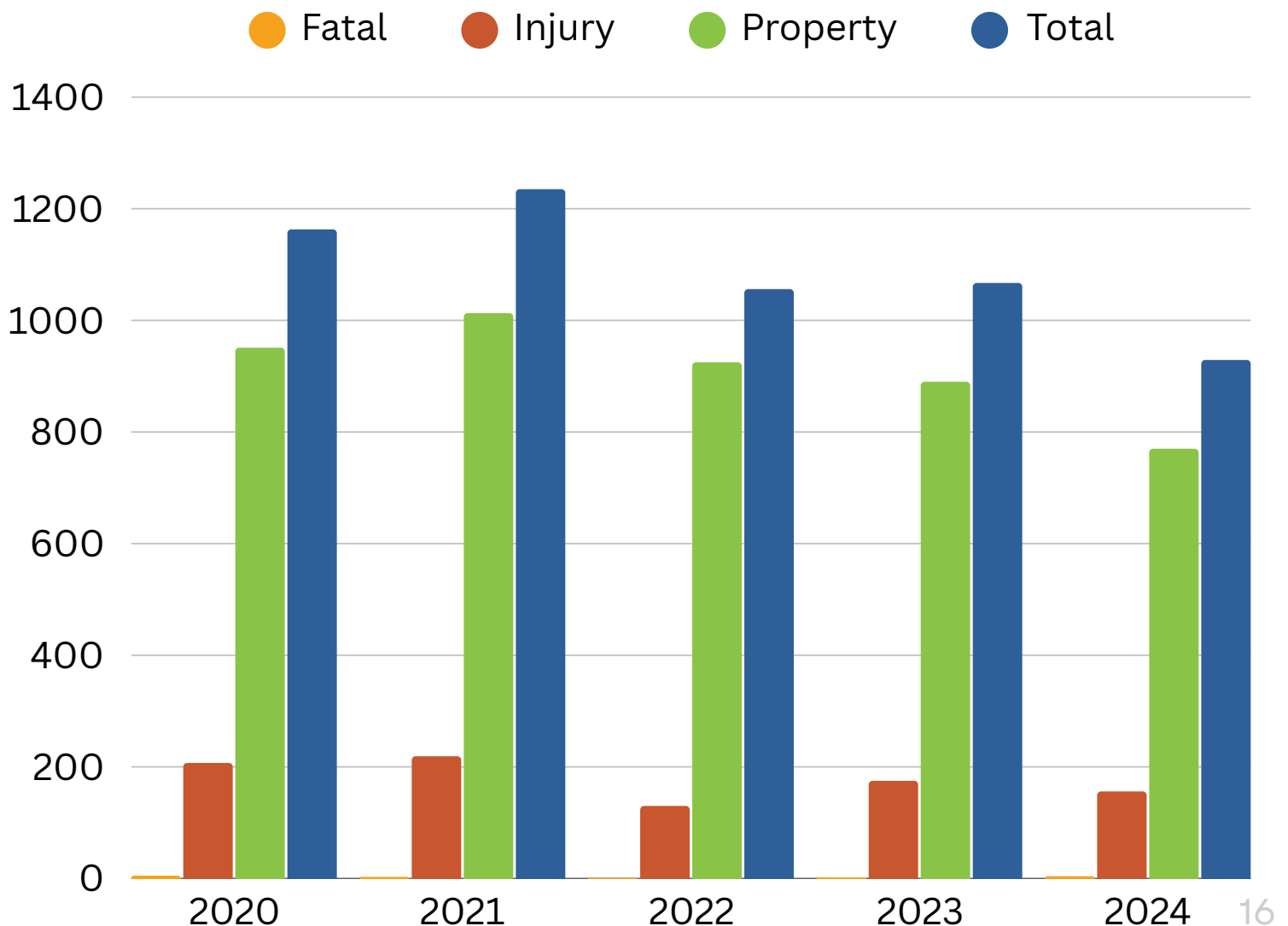


TRAFFIC CRASH SUMMARY

There was a total of 929 traffic crashes reported during 2024 in the City of Muskegon. Total number of crashes decreased by 12.9% from 2023. Over the past six years, the City of Muskegon averaged 3.2 fatal crashes, 186.2 injury crashes, 996.5 property crashes and 941.3 total crashes per year.

The 2024 City of Muskegon fatal crashes involved a car/motorcycle crash, a car/pedestrian crash, a single motorcycle crash, and a single vehicle crash. 11 crashes involving bicycles and 27 crashes involving motorcycles occurred in 2024.

Traffic Crash Comparison

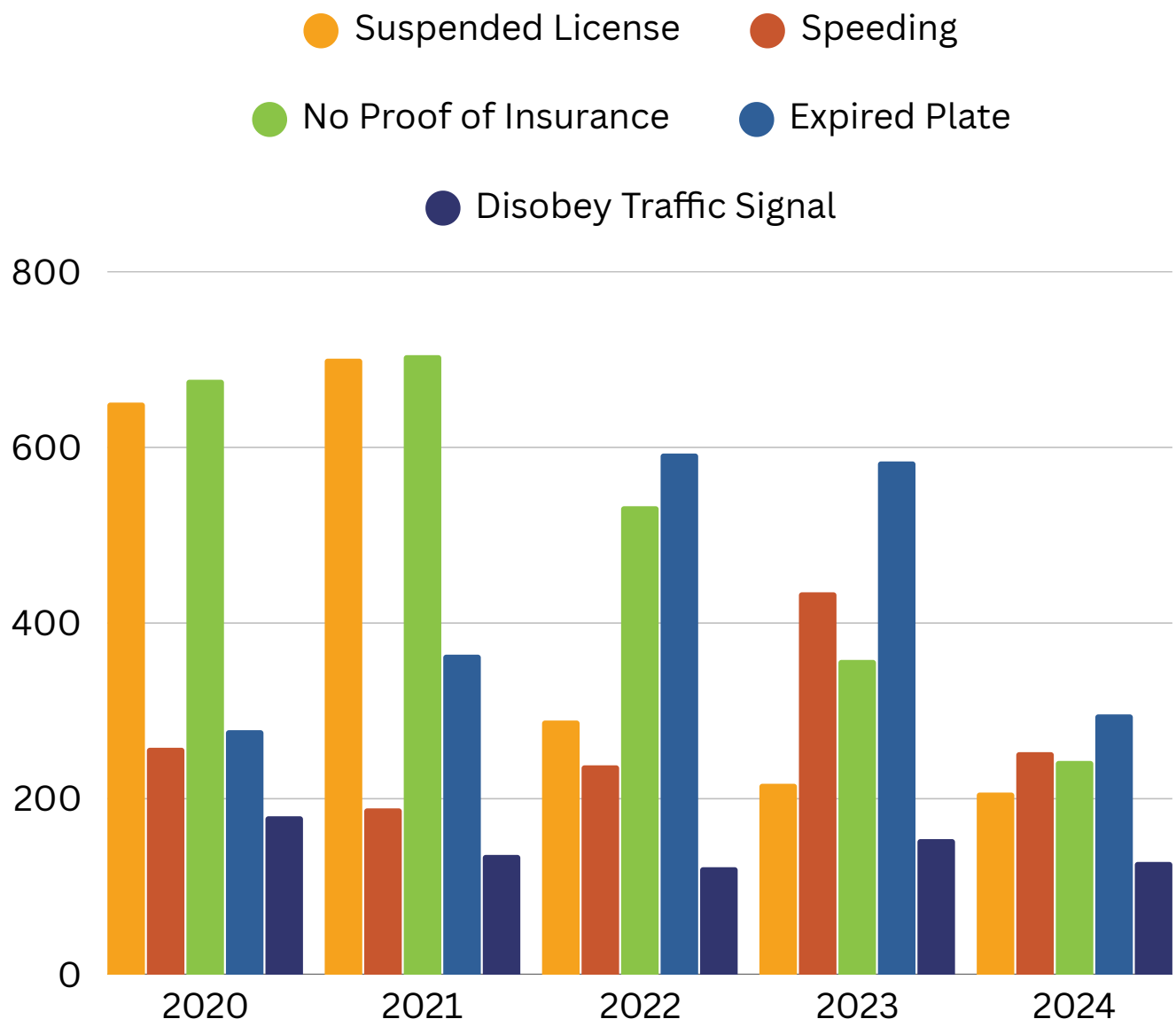




TRAFFIC ENFORCEMENT SUMMARY

The Muskegon Police Department issued a total of 2,524 traffic citations during 2024, which was a 34.4% decrease from 2023, a 31.6% decrease from 2022, a 21.4% decrease from 2021 and a 38.4% decrease from 2020. The Muskegon Police Department did participate in the Michigan Office of Highway Safety Planning “Drive Sober or Get Pulled Over” and “Click It or Ticket” campaigns in 2024.

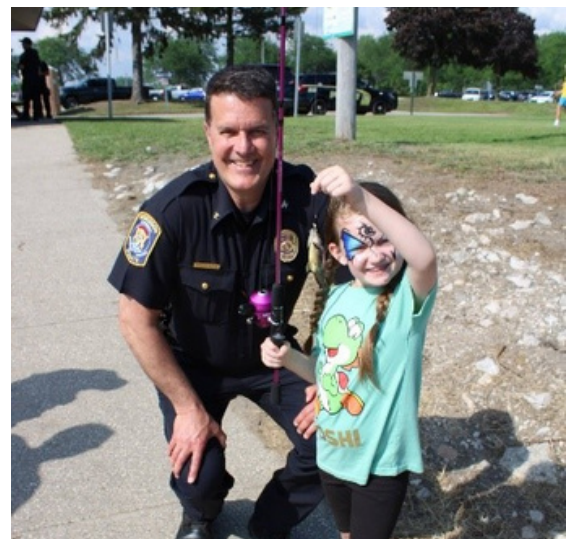
2020 - 2024 Common Traffic Violations



NEIGHBORHOOD POLICING UNIT

The Neighborhood Policing Unit (NPU) consists of six Neighborhood Officers, one School Resource Officer, and a Sergeant. Officers of the NPU are assigned specific areas within the City of Muskegon. Officers work as a liaison between different groups and neighborhood associations, as well as other divisions and personnel of the police department. They act as a resource for referrals to other law enforcement and community agencies where appropriate. In addition to doing routine patrol in their assigned areas, Officers continually evaluate the needs of the neighborhood(s) and initiate enforcement or other action as needed to enhance the lifestyle of the residents.

Increasing positive interaction between the police and the community is a vital part of the NPU's work and the mission of the Muskegon Police Department. To achieve this, the NPU hosts events such as National Night Out, Fishing Derby, Pop Up Parties, Blight Fight, Coffee with Cops, Winter Sports Days, and Bicycle Safety Events. NPU Officers are also active in the Alcohol Liability Initiative, Muskegon Area Medication Disposal Program, Shop with a Cop, and Public Safety Workshops.



POP-UP PARTIES

The Muskegon Police Department, in partnership with 22 Starving Artist, hosted the second annual Pop-Up Parties throughout the summer and early fall. The parties were aimed at bringing a fun public safety presence to fifteen different neighborhoods of the city. Officers interacted with residents by providing safety materials, playing games, handing out popsicles and ice cream, answering questions, and giving demonstrations of police equipment.



PUBLIC SAFETY WORKSHOPS

The Muskegon Police Department hosts one day Public Safety Workshops with the goals of increasing transparency, dispelling misconceptions, and increasing positive communication between citizens and police. Topics covered in the workshops include use of force, de-escalation tactics, mental health awareness, and drone operations. Participants also have the chance to go through specifically designed scenarios putting them in the shoes of a police officer.



NATIONAL NIGHT OUT

The Muskegon Police Department participated in National Night Out, which is a nationwide event designed to heighten crime and drug prevention awareness, generate support for, and participation in, local crime efforts, strengthen neighborhood spirit and police community partnerships, and send a message to criminals letting them know neighborhoods are organized and fighting back. The National Night Out event was held at historic Marsh Field. Citizens and Officers of the Muskegon Police Department enjoyed free food, music, face painting, games, raffle prizes, and a homerun derby.

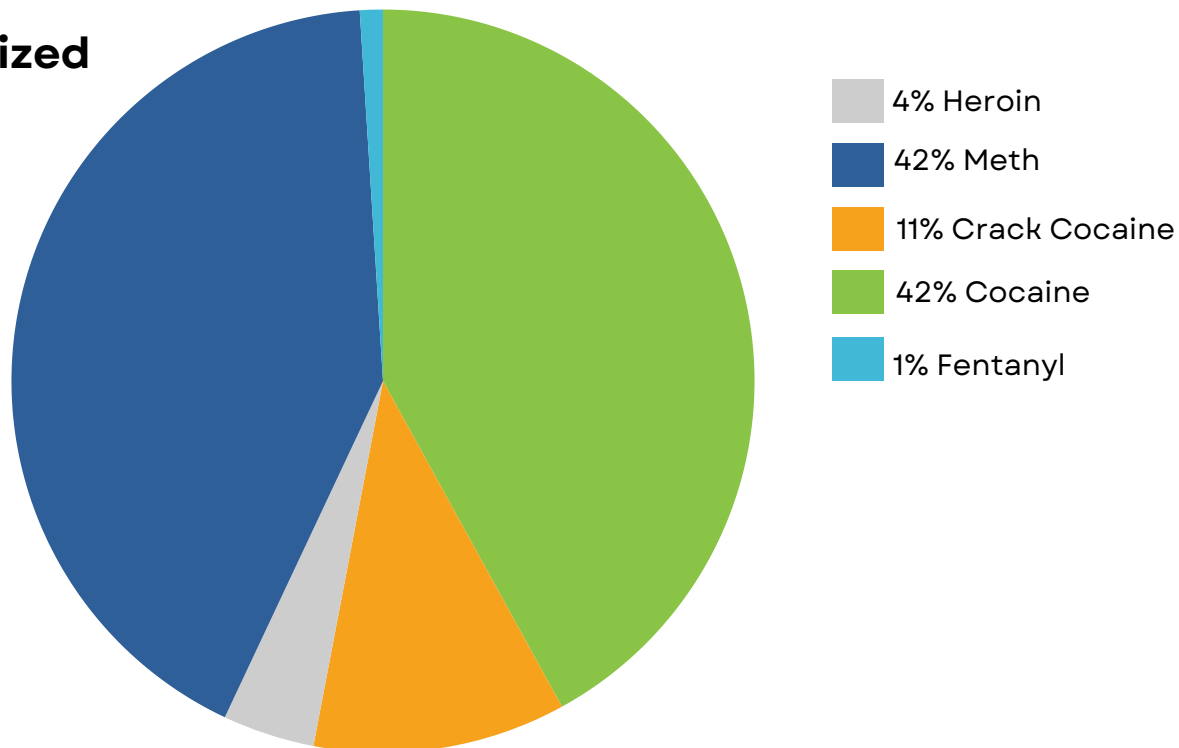




CRIME ACTIVITY TEAM

The Crime Activity Team (CAT) consists of one Lieutenant and three Officers. One of the Officers is a Crisis Intervention Team (CIT) Officer and has been paired with a Clinician from HealthWest through the Comprehensive Opioid, Stimulant, and Substance Use Program (COSSUP) Grant. They are responsible for responding to mental health calls for service. CAT is also responsible for high intensity patrols and enforcement in the core neighborhoods. Part of the duties of CAT include utilizing Data-Driven Approaches to Crime and Traffic Safety (DDACTS), working in conjunction with Road Patrol and Neighborhood Policing Unit Officers, and assisting Investigations and local task forces. During 2024, CAT conducted 606 traffic stops, issued 160 traffic citations, and 558 verbal warnings for miscellaneous traffic offenses. The team also seized 16 firearms.

CAT Narcotics Seized



Crisis Intervention Team

The Muskegon Police Department responded to 1,064 calls for service involving individuals experiencing varying degrees of a mental health crisis. Of those 1,064 incidents, 188 people were seen by a mental health professional on scene during the time of crisis and 599 individuals were left on the scene as the situation had been stabilized without the need for the further action of hospitalization. Additionally, 454 individuals required hospitalization. During the entirety of 2024, there were 1,297 HealthWest Referral Forms submitted, compared to 1,457 in 2023. Currently, 100% of Muskegon Police Department Officers are trained in mental health, with 49.3% being CIT trained.

HONOR GUARD

The Muskegon Police Department Honor Guard represents the department at in-state funerals of fallen officers who worked in the State of Michigan and at the National Law Enforcement Officers Memorial in Washington D.C. during Police Week. The Honor Guard also provides a tiered level of funeral service for officers who worked for the Muskegon Police Department, based on the manner of their passing. The Muskegon Police Department Honor Guard had six active members in 2024.

In 2024, Honor Guard members attended refresher training, completed a flag presentation at the VanDyke Convention Center, attended and assisted with the Muskegon County Annual Police Memorial Service, and attended several police officer funerals. The team designed a memorial badge that will be worn during 2025 to commemorate fallen Muskegon Detective Charles Hammond, during his 100th year anniversary.

The Muskegon Police Honor Guard also put into service six ceremonial rifles that were approved by the Army's TACOM unit.



INVESTIGATIONS BUREAU

The Investigations Bureau consists of one Captain, one Sergeant, and seven Detectives. Two Investigators are assigned to the Justice for Women Task Force and another Investigator to the Muskegon Major Crimes Initiative (MMCI). The Investigations Bureau also has an embedded agent from the Michigan Department of Corrections. Investigators are responsible for complex investigations requiring specialization and enhanced investigation skills. Investigators at the Muskegon Police Department have expertise in interview and interrogation, evidence collection and processing, firearms, forensic interviewing, etc. In 2024, investigators were assigned 215 cases, including 3 homicides. 187 cases were closed out and 28 are still currently active.

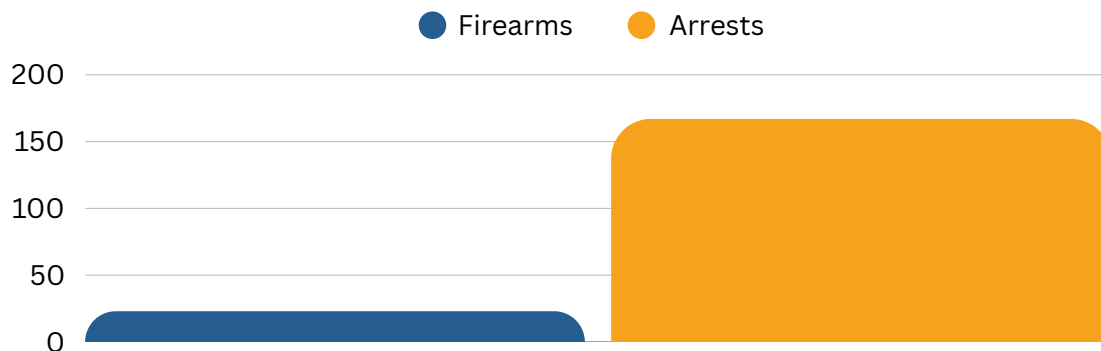




WEST MICHIGAN ENFORCEMENT TEAM

The Muskegon Police Department has one Sergeant and two Investigators assigned to the West Michigan Enforcement Team (WEMET). The is a multi-agency task force under the direction of the Michigan State Police, comprised of Officers from West Michigan law enforcement agencies throughout Ottawa, Muskegon, and Allegan Counties. Cases handled by WEMET typically involve the seizure of narcotics, weapons, and cash and often result in the prosecution being sought at both the state and federal levels.

Muskegon County WEMET Activity



Muskegon County WEMET Narcotics Seized

