



**GERRISH TOWNSHIP POLICE  
DEPARTMENT ANNUAL REPORT  
2024**

This is the Annual Report for the Department highlighting the Staffing, Equipment, Training, Technology Updates, Collaborative Efforts, Accomplishments, Statistics and Community Partnerships and Collaboration for the 2024 calendar year.

**Eric M. Muszynski**

## Gerrish Township Police Department 2024 Annual Report

To show complete transparency and as a service to the Gerrish Township Board and the Citizens of Gerrish Township, I give the following annual report for the period of 01-01-2024 through 12-31-2024.

### Department Staffing

- Currently the Department remains funded for a staff of seven full-time Officers, one full-time Administrative Clerk and one part-time Custodian. The Department keeps administrative hours from 7:00 a.m. – 3:30 p.m. Monday through Friday. The office has no administrative hours on weekends. At all times, an Officer is available through the Roscommon County Central Dispatch via a non-emergent number of 989-275-0911 or of course for emergencies 911.
- The Department entered into an employment contract with the Roscommon Area Public Schools in 2023 to provide a School Resource Officer (SRO) for the Roscommon Campus to handle matters of safety, security and to engage students and parents in a positive proactive manner in all matters that come before the Officer and the school. Chief Muszynski assigned Officer John Ellis from our staff to fulfill our obligations for the State of Michigan Department of Education grant funded SRO position for a three-year period. The grant covers 50% of the Officers' wages and benefits for that period. The school District chips in 25% and our Police Department funds the remaining 25%. A total of 1520 hours are worked by the Officer each year in the School Resource environment. This past year has been a resounding success for all involved. The grant will end in February 2026.
- With the retirement of Chief Hill in March of 2024 we remained fully staffed until the end of the year. Lt. Muszynski was promoted to Chief of Police to take over for Chief Hill in April of 2024. Sgt. LaBonte was promoted to Lieutenant and Officer Wybraniec was promoted to Sergeant. We remained fully staffed until the end of the year when Sgt. Wybraniec announced his retirement for December 2024.
- As of this report at the end of 2024, we are down one Officer and have advertised the job opening and continue to look for a new hire.
- As I have mentioned we were fully staffed for 2024, however we were down one Officer due to illness and he is expected to return to work with no restrictions in March of 2025. We were also down an additional Officer for approximately two months for medical leave in the Fall of 2024.
- The Michigan Commission on Law Enforcement Standards (MCOLES) has allocated another round of grant funding that is available to sponsor Cadets through the academy as we did in 2023. With this go around the

grant funding is less than the first time. Only ten million dollars was made available versus the thirty million for the first round. Additionally, they only allow \$20,000.00 per recruit which is \$4,000.00 less than in 2023. Every little bit helps, and we are willing to sponsor other Cadets through future academies as a recruitment strategy.

- As a note, the State of Michigan is still experiencing a shortage in 2024 of Officers as there are more jobs available than Officer candidates to fill same. There is a myriad of reasons, but most of all the career is not as appealing as it once was. Finding candidates is difficult and most agencies are hiring away from each other as one's wage scale and benefits package may be more appealing than that of others. Additionally, Departments have had to recruit formally to find a candidate first and seek the agreement of sponsorship as we did in 2023 to get back to full staffing. Indeed, recruiting and retaining quality Officers is the number one problem plaguing Law Enforcement in today's USA dynamics.
- Our Administrative Clerk continues to serve in a dual role with our Fire/EMS Department as an Emergency Medical Technician, and American Heart Association CPR/AED and First Aid Instructor. She supplies her CPR/AED and First Aid services to many community groups and businesses that need and or want those valuable tools for home or work. She is also a full-time employee of the Police Department as the Administrative Clerk and is the glue that holds us all together in the office. Additionally, she is a primary cog in the wheel that keeps our Community Policing philosophy and activities on track. She creates all necessary media postings, advertisements and associated documents relating to our community outreach.
- This year, we also lost our custodian of seven years to an official retirement. I was able to fill the custodial position with a very qualified candidate. We welcome her aboard and are glad to have her services.
- We continue to send Officers to specialized training to replace knowledge and advanced certifications as ranks and roles continue to change.

### Department Units

- The Department fleet consists of four Ford Explorer SUV AWD patrol vehicles. Model years are 2017, 2020, 2023 and 2025 (see photo below).
- Having the additional patrol car, which was added to the fleet in 2023, has proven to be valued as the additional car comes in handy when another unit is at the shop for repairs and keeps the mileage down on all the vehicles in the fleet. The additional car is also very beneficial as on the day shift, we have two cars out. One being the car responding to calls for service and the other is the SRO Officer going to the RAPS Campus for SRO duty.

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- This year we purchased a new patrol car to replace the 2016 as this unit was in the rotation to be replaced next. This will put us back on schedule for patrol car replacement and we will not purchase another patrol car until 2027.



- The Department owns, continues to maintain, and uses a 2007 6x6 Polaris Ranger which is used in conjunction with the Fire/EMS Department. The unit is used in many ways to include search and rescue, ice rescues and anytime terrain prevents an ambulance to make its way to



a scene. Over the years, we have used local grants to improve the capabilities of this rescue unit.

### Department Equipment

- To review, in October of 2022, our Department completely changed over our in-car cameras and instituted a body-worn camera program using a Watchguard-Motorola product that integrates the in-car video system with a body camera product for seamless coverage of recorded events. The system is performing as advertised and is a great asset for the Department and the Community. This new system reduces administrative time for Freedom Of Information ACT (FOIA) production and the production of the necessary prosecution needs. We have trained accordingly so that we are three persons deep in people trained to produce video needs. Transparency is crucial in our society today and we are happy that we can supply these resources to accommodate the expectation.
- The Department purchased four demolition bars, one for each of the patrol cars. The bars are like a Halligan bar with the purpose that if an Officer needs to breach a door or window to a burning building/vehicle or to use for clearing broken glass on a window. They can also be used in the event of an AVI incident.
- In accordance with being ready for a traumatic incident where the use of a tourniquet is required, each Officer was provided with a tourniquet holder to go on their duty belt so that they have quick and easy access to the tourniquet.
- The Department also purchased two Bandoleer Ammo Pouches for the two primary patrol vehicles out. The pouches house the extra magazines for the two Department owned AR 15 patrol rifles which are 5.56 rounds. The ammo pouches make it easier for an Officer to have access and availability to the extra magazines versus putting them in their pocket or holding onto them in the event of a barricaded subject or an AVI incident.

### Technology Updates

- Following our Technology Plan, we replaced a computer at one workstation as the tower aged out.
- This year we purchased three new computer monitors that included a webcam, microphone, and speakers. In today's world there are a lot of meetings, trainings and webinars that require these upgrades to be able to participate in web-based meetings and trainings. It was cheaper to purchase the monitors that were already equipped versus buying a separate camera, microphone, and speaker for each computer.

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- With the purchase of the Gerrish Township Police Department Mobile App in the Fall of 2023, we continue to bring our communication level up to the market where people spend 94% of their time. This free mobile application (App) for iPhone and Android cell phones is available through the Apple Store or Google Play depending on your operating system. With the launch of the App, it is a better means to communicate with our public. The App links to our Facebook page and has the capability to link to other social media platforms. The App has push notifications to immediately notify App subscribers of emergency alerts. We currently have 466 users that have downloaded the App (327 Apple/IOS and 139 Android). In 2024 we sent out 185 emergency notifications (including weather notifications) and on average our App interactions are 570 per month. As they say, “We have an App for that!” Please go out and download our free App!

**GERRISH TOWNSHIP POLICE DEPARTMENT**  
MOBILE APP

**SCAN**  
to download

Download on the  
App Store

ANDROID APP ON  
Google play

Built by:  **THEPOLICEAPP.COM**  
CUSTOM POLICE APPS

### Building and Grounds Highlights

Most people do not realize that our building and grounds here at the Police Department are 25 years old and therefore we continue to plan for building needs and upgrades.

- This year the Gerrish Township Police Department received a cosmetic refresh of the landscaping around the building. Higgins Lake Landscaping

completed the project which included removing all the old shrubs that were slowly dying out. They also replaced the rotting timbers that edged the landscape stones around the building and generator/well area, and replaced the same with an aluminum edging that will stand the test of time. Large boulders were put in place of the shrubs for a maintenance free landscape. Brick pavers were also placed on the S/W corner of the building to connect the walkway with the parking area, thus making it easier to walk across and making it easier for snow removal in the winter. The entire project cost \$9,475.00.

- I had the two furnaces in the PD garage serviced and cleaned this year as it has been quite some time since the last cleaning. I was informed that the furnaces are still operating well and appear to be in decent shape. One of the furnaces needed a new inducer motor due to a mouse building a nest in the fresh air intake duct with blown insulation. With the repair the furnace is back up and running as it should.
- I also had the PD septic tank pumped by Scott's Septic Service in the early fall of 2024 since the last pumping was 8 years ago. I was advised the PD septic system is operating well and we are on schedule to have the septic tank pumped again in another 8 years as recommended by Scott's Septic Service.
- In February 2024 Stanely Steamer came to the office and did a deep cleaning and scrubbing of the hard floors. All the offices with carpet were also cleaned thoroughly.
- I am currently looking at painting and freshening up the interior of the building in 2025.

### **Community Partnerships Activities and Collaboration**

- This year, GTPD and ACT-NOW have partnered to award two graduating Seniors of the Roscommon High School \$1000.00 Scholarships each to the university/college of their choice.
- We hosted a Spring and Fall Road cleanup (MDOT Adopt a Highway Program) where we had thirteen volunteers that cleaned up twenty-two bags of miscellaneous trash from both sides of County Road 100 from Pioneer Hill to Hillsdale Drive in Gerrish Township.
- We held our 25th ACT-NOW Annual Meeting and Picnic at the Gerrish Township Community Park Marina and hosted forty-two residents/guests that attended.
- We hosted our 15<sup>th</sup> Annual Golf Outing and fundraiser at the Redwood Golf Course which netted \$6,027.31 towards our continued benevolent activities yearly in the Township.

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- We hosted a bowling tournament at Fred's of Roscommon where we raised a total of \$3,181.00 towards our continued benevolent activities yearly in the Township.
- This year's Annual Law Enforcement Torch Run for Michigan Special Olympics raised \$1,680.00 toward the project for our local and state athletes.
- We hosted our 16<sup>th</sup> Annual Trunk or Treat on Halloween on the grounds



at the Gerrish Township Municipal Center. Over 1,000 people attended the event this year with thirty-six decorated trunks judged for three main prizes and ten random prizes for the trunk participants were awarded. The event's total cost (no income) was \$2,286.40 for our ACT-NOW group.

- Just before Thanksgiving, we coordinated with the Messiah Lutheran Church to deliver Thanksgiving food boxes to local families in need.
- Our 16<sup>th</sup> Annual "Kids Helping Kids" Foster Christmas program was delivered again in partnership with several youth and adult group partners. This year we spent \$7,931.62 on the event to accommodate Roscommon foster children and their foster families for Christmas 2024. We supported 52 foster children and 21 foster families. Costs were markedly up as more kids were in foster care and the inflationary costs of serving the program through gift purchasing.
- Additionally, we delivered our 23<sup>rd</sup> Annual Shop-With-A-Cop program providing Christmas for ten full families with eighteen children and eleven adults served with an expense of \$5,375.27.
- The Department continues to take part in the Handle with Care (HWC) collaborative effort in partnership with the Children's Assessment Center and the local schools. The program is now being handled online through the State of Michigan. The Officer simply logs into the site and provides the required information. This is used to notify the schools



that the child may have experienced trauma during a recent Police call for service and the child may be experiencing a difficult day at school the following day.

- We continue our partnership with the Tip of the Mitt Watershed Council in collecting and properly disposing of the collected discarded prescription drugs. We collected 110 pounds for the 2024 calendar year that were discarded in our Drug Drop Box.
- Gerrish Township Police Department and Gerrish Township Community Emergency Response Team (CERT) volunteers assisted the Roscommon Food Partnership/Roscommon Christian Ministries in delivering their monthly Food Distribution held once a month at the Roscommon Area Public Schools Bus garage and campus. We provide traffic safety and control for the event and in 2024 served 2,908 families and 6,334 individuals with a total of 211,137 pounds of food delivered and distributed to the community.
- We continue to assist ACT NOW with our “Scrap Metal Project” that runs from April 15<sup>th</sup> – October 15<sup>th</sup> each year. Volunteers sort the scrap metal that gets dropped off to the trailer behind the Police Department and then make frequent runs to a recycling center in Houghton Lake. All funds raised from this project go towards the many community programs and events that are sponsored by ACT NOW and GTPD. In 2024 the project brought in \$2,665.52 and since the project began several years ago we have raised \$38,139.56.

### **Chief Representation in the Community**

- I am a member of the Northern Michigan’s Association of Chiefs of Police (NMACP).
- I have been asked to sit on the Kirtland Community College Advisory Board for the Kirtland Regional Police Academy. Areas of discussion are updates from the Director to include the Academy, MCOLES, new instructors, speed measurement classes, in-service training, and any other ongoing issues.
- I additionally attend the Local Emergency Planning team meetings that occur to discuss and formulate plans for Emergency Management within the County.
- I attend local AVI (Active Violence Incident) meetings that are held at the Roscommon Emergency Operation Center that includes other law enforcement partners and the Emergency Manager.
- I continue to be a member of the multi-disciplinary team at the Northern Michigan Children’s Assessment Center to review child abuse/neglect and sexual assault cases in our County.

- I also attend S.A.R.T. (Sexual Assault Response Team) meetings that are held at the Northern Michigan Children's Assessment Center as a Law Enforcement representative along with other organizations and law enforcement personnel.
- Our Department continues its work with our Gerrish Township Community Emergency Response Team, which helps augment our Public Safety in the Township when our services are overloaded due to natural weather events, special events in the community and as a member of the 7<sup>th</sup> Region Homeland Security umbrella agency. We currently have nineteen trained CERT volunteers.
- I have attached reports of highlights of GTPD/ACT-NOW collaboration and our listed partners for 2024. (See Attached)

### Noted Training

This year, our Department recorded a total of 665.5 hours of training in assorted topics during the year either in-person or on-line. Some highlighted notable training appears below, but it does not represent all the training received:

- The Department continues to have an on-line training presence using Virtual Academy. The software program supplies relevant, documented training that also automatically reports to our state licensing body Michigan Commission on Law Enforcement Standards (MCOLES) on a weekly basis.
- The Department continues to use the Field Training Program for newly hired Officer training digital format within the Virtual Academy platform.
- Lt. LaBonte attended and completed the Police Executives and New Chiefs School held in Okemos, Mi over a weeklong class to acclimate the Lieutenant in many management topics to further his growth in learning management strategies.
- Chief Hill and Chief Muszynski attended the MACP Professional Development Winter Conference in Grand Rapids in early February for Executive level training. Chief Muszynski also attended the MACP Professional Development Summer Conference training in Bellaire in June.
- All Officers received Life Vac Training which is a lifesaving device to assist with a choking patient.
- School Resource Officer John Ellis attended a Behavioral Threat Assessment Training (BTAM) as he is a member of the district team to assess threats as they relate to the Roscommon Area Public Schools.
- School Resource Officer John Ellis attended SRO1 – Promoting Safe and Supportive School Climate.

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- School Resource Officer John Ellis attended the “I Love You Guys” Training.
- Officer Ellis completed LEIN Terminal Agency Coordinator (TAC) training to be able to complete the monthly LEIN Validations and assisted with the tri-annual LEIN Audits.
- The entire Department completed Emergency Vehicle Operations as required.
- Lt. LaBonte attended a State required Law Enforcement Information Network (LEIN) Local Agency Security Officer (LASO) training. This is a required yearly training course to maintain our LEIN records.
- Chief Muszynski completed MI Critical Incident Management System training through the EOC and MCIMS.
- The Department held our Spring 2024 MCOLES Firearm Range and Classroom Qualification as required.
- The Department completed Elder Abuse for Law Enforcement.
- Chief Muszynski attended bi-annual Taser Recertification to continue to be the Department’s Taser Instructor.



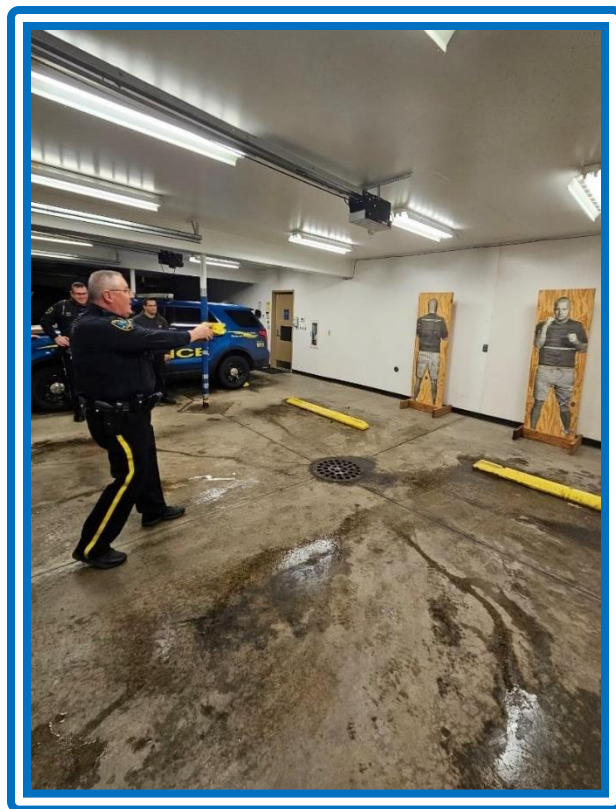
- Officer Ellis and Officer Taylor attended Domestic Violence training.
- Officer Ellis attended Vulnerable Adult Training.
- The Department attended an Interpersonal Skills class to stay in compliance with the required CPE (Continuing Professional Education) credits.
- The Department completed the “CJIS Online Security and Privacy Training” mandated by the State of Michigan.
- Officer Ellis received training in Advanced Roadside Impaired Driving Enforcement (ARIDE) to assist investigation with drugged drivers.
- Officers were trained on the Trauma

Bleed Kits which have been placed in each patrol unit. All items were reviewed in the kit as well as practical direct application was conducted. This is annual training that all Officers complete.

- Officer Ellis, Officer Taylor, and Officer Cole attended a Rescue Task Force Operations training.
- All Officers completed and passed their LEIN Operator Certification tests as required.
- All Officers completed a First Aid Refresher class.

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- **Administrative Clerk Julie Hill attended Records Retention/Disposal training in Mackinaw City.**
- **Chief Muszynski completed Accreditation Manager Training to assist the Department in its endeavor to become an Accredited Agency through the Michigan Association of Chiefs of Police.**
- **School Resource Officer John Ellis complete Active Shooter Training through MI-TRAIN.**
- **All Officers completed the annual training on the Taser operation and the use of Defensive Pepper Spray as required.**
- **Officers all attended a refresher staff meeting training on PA 56 of 2012 application and Higgins Lake summer issues.**
- **All staff took the required annual Bias and Ethics training.**



Every year, Department staff must review key policies to ensure that policies and procedures are understood, acknowledged, and followed. Below is a list of 2024 Policy Reviews:

**2024 ANNUAL POLICY REVIEW**

- **Communicable Infectious Diseases/BBP**
- **American's w/Disabilities Act on Arrests**
- **Social Media**
- **Carrying & Administering Opioid Antagonists**
- **Extreme Risk Protection Orders**
- **Safe Delivery of Newborns Act**
- **Pursuit Driving**
- **Barricaded Subjects**
- **Juvenile Operations Policy**
- **Juvenile Detention Policy**
- **Incident Command (ICS) Policy**
- **Response to Bio/Chemical Hazards Policy**
- **Eyewitness Identification Policy**
- **Incidents Involving Mentally Ill Subjects**
- **Use of Deadly Force & Firearms**
- **Fair & Impartial Policing Policy**
- **Use of Defensive Pepper Spray**
- **Use of Taser Energy Weapons**

With the retirement of Chief Hill this year, the new command team met monthly to discuss issues and concerns and produce a plan moving forward. The transition has been smooth without any hiccups. We continue to train, teach, and learn from one another as a team.

At the end of 2023, the Department applied for Accreditation through the Michigan Association of Chief's of Police (MACP), with a three-year implementation process which will guide the Department in the future as a progressive and time-proven way of helping law enforcement agencies evaluate and improve their overall performance and service by adhering to standards set by the State of Michigan and providing proofs that the standards are being met. Seventy-five percent of the funds for the fees associated with this project came from a Training, Certification and Accreditation Program (TCAP) grant that was awarded through the Michigan Township Participating Plan. This year Administrative Clerk Julie Hill has spearheaded this process as being one of three Accreditation Managers for the Department. Julie has completed the first chapter of the Accreditation process and is moving right along with chapter two. There are 115 standards out of a total of 128 standards that the Department needs to complete. A huge thank you goes out to Julie for her hard work and dedication to this project.

### **Statistics and Information of Interest**

The Gerrish Township Police Department responds to a variety of calls for service that are generated in many ways. Calls for service may come from Central Dispatch, or they may come in directly as walk-in or telephone complaints to the Police Department during administrative hours. Additionally, calls for service are generated by people that come to the Gerrish Township Main Office and leave their complaints with officials or office staff from that location. Officers may generate complaints on their own through SIFA (Self-Initiated Field Activity). In all cases, the information is centrally vetted through the Roscommon County Central Dispatch and an Officer manages every call for service.

A total of 2155 calls for service requiring documentation were received for the Police Department in 2024. This is down from 2497 calls for service in the same period in 2023. The activities noted represented a 16% decrease in the service model. This number is not an overwhelming surprise as it reflects being short one officer for the year due to medical reasons and also short another Officer for approximately two months due to medial reasons also.

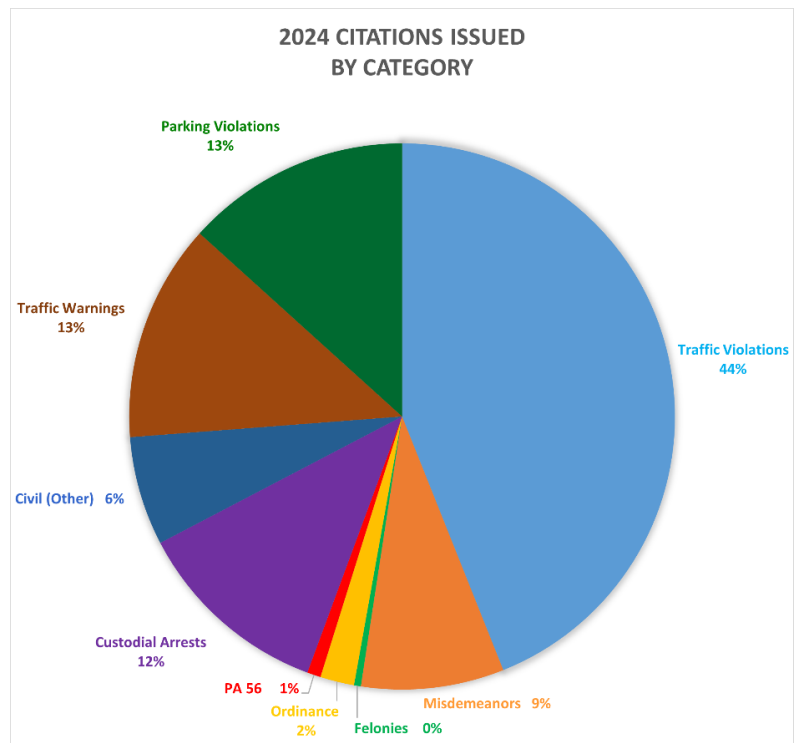
- Reported Breaking and Entering residential/commercial properties show a slight increase in actual numbers in 2024.
- Reported Assaultive Crimes decreased by 52% from 2023 statistics.

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- Reported Larceny/Theft was down 15% from 2023 statistics.
- DWI and OUID's decreased this year by five arrests.
- Fraud activity statistics are the same as 2023 and usually are associated with cyber frauds or identity theft from internet activities.
- Sexual Assaults/Child Abuse Neglect and adult Criminal Sexual Conduct cases show a 29% decrease from 2023.
- Malicious Destruction of Property reports have decreased by 50% in 2024. The numbers of complaints are low and thus not alarming alone by the statement.
- Reported Ordinance complaints showed an overall decrease. The Department continues a twice a year wave of enforcement to address Ordinance issues that affect the quality of life of the community. The Department managed 112 (down from 127 total complaints in 2023). It should be noted that Ordinance violators have been quicker this year in achieving compliance than last year.
- We saw an 11% decrease in traffic crashes. The total for 2024 was eighty-seven accidents as opposed to 96 in 2023.

The Department issued 187 Citations in 2024. Notable categories with charges are as follows (see Pie Chart):

- Traffic Violations-109
- Misdemeanor Violations-21
- Felony Citation/Pended Warrants- 1
- Civil Infractions Non-Traffic (Justice Reform)-16
- Ordinance Violations-5
- Public Act 56 Violations-2
- Custodial Arrests-29
- Written Verbal Traffic Warnings-32
- Parking Violations-33



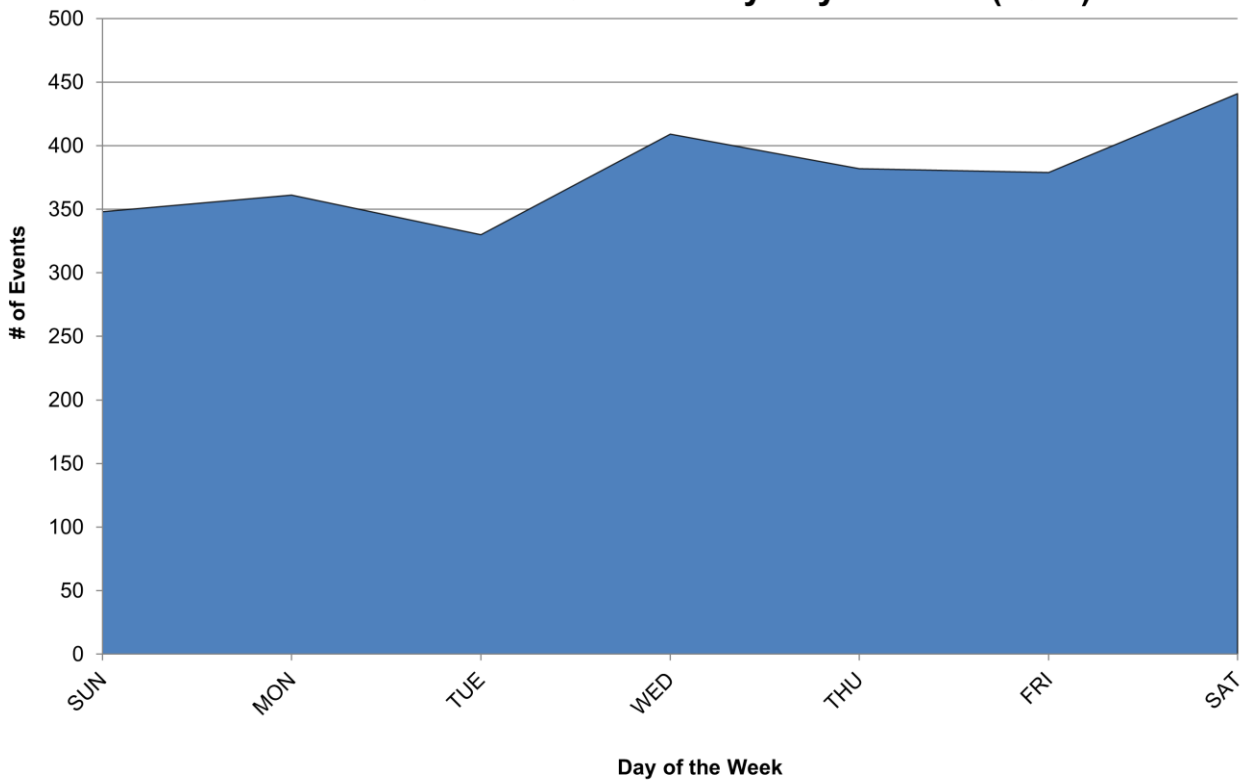
The Department's seasonal House Check program yielded 860 checks of seventy-six individual residences/businesses in 2024 for Unoccupied Residence Checks during various periods throughout the year. These also include frequent checks of the storage units located in the Township.

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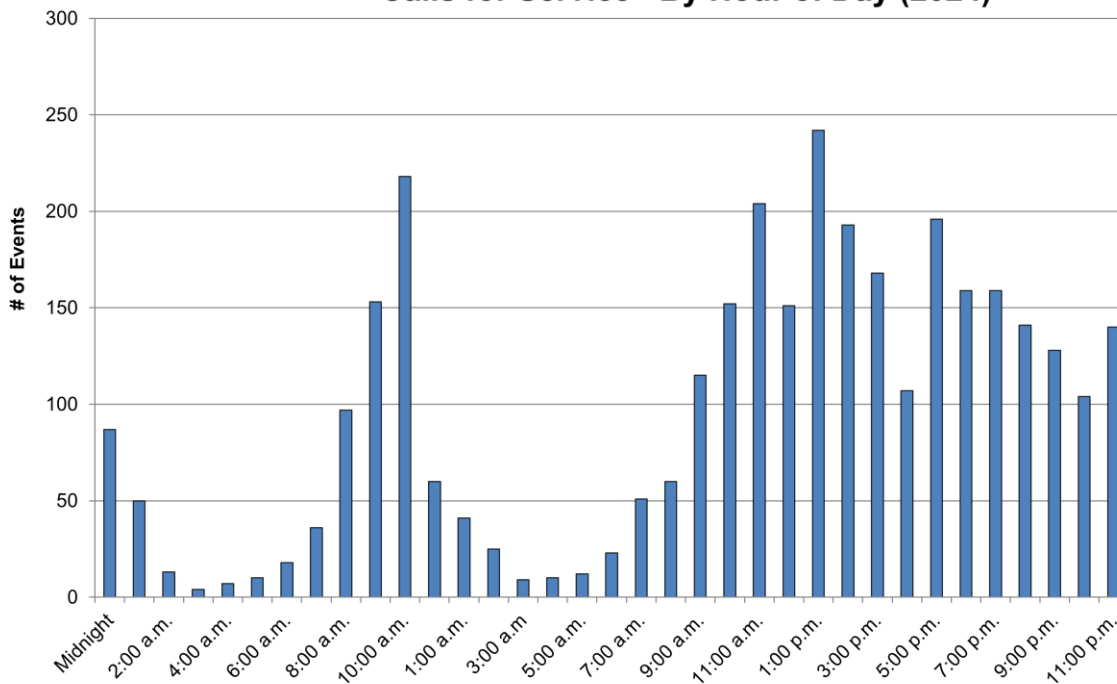
<b>DAY</b>	<b># EVENTS</b>
<b>SUN</b>	<b>348</b>
<b>MON</b>	<b>361</b>
<b>TUE</b>	<b>330</b>
<b>WED</b>	<b>409</b>
<b>THU</b>	<b>382</b>
<b>FRI</b>	<b>379</b>
<b>SAT</b>	<b>441</b>

Gerrish Township Public Safety Team (PD and Fire/EMS) generated various responses to 2650 Events/Calls for Service per Central Dispatch CAD statistics. Saturdays are noted to be our busiest days by call volume in 2024 as opposed to Fridays in 2023. In 2024, 1:00 p.m. to 2:00 p.m. received the greatest number of calls. (See Charts Below)

**GERRISH TOWNSHIP PUBLIC SAFETY TEAM  
Calls for Service - By Day of Week (2024)**



**GERRISH TOWNSHIP PUBLIC SAFETY TEAM  
Calls for Service - By Hour of Day (2024)**



We continue to operate and measure our progress and success each year based on our Organizational and Operational Goals for 2023-2026 (see attached documents). They will expire in 2026, and we will begin our work to come up with a new set of objectives and goals for 2026 and beyond. We draft these to follow when making operational, financial, equipment and technology decisions as they relate to our police services.

As with each year that passes, we continue to make changes and train to our policies and operational procedures on the changed policies which are affected by the ever-constant Criminal Justice Reform bills signed into law each year. Also, we have adapted as necessary to try and address the increased volume of mental health related calls for service and increasing domestic violence related calls for service. This is an on-going process to address these increased demands of an unkind society. My wish for all is to find it in themselves to focus on being kind to one another. Kindness costs absolutely nothing...spread some!

In closing, many important things are happening and continue to happen in our Higgins Lake community. I appreciate the board and the community support throughout the year as we work on goals, objectives and plan for our community needs each year. This year has been a great learning experience for me as my first year as the new Chief. I want to thank Chief Hill for having the confidence to turn over the reins to me. I also want to thank the Board, the Department staff,



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and the community for their support and help during this first year. Cheers to a Happy New Year and prayers for a healthy and safe Country in 2025.

Respectfully Submitted,

*Chief Eric M. Muszynski*

Chief Eric M. Muszynski, #17-1



# Gerrish Township Police Department 2023 - 2026 Department Goals & Objectives

## Training

- Will strive to obtain, practice, and maintain as much leadership training as operationally possible.
- Will continue to provide in-house trained instructors for Tasers, Weapons, LEIN, etc. for our staff to meet required training.
- Will continue to mentor each other through experiences of fellow Officers.
- Will expand the use of on-line web-based training platforms for relevant, new and changing training on public issues and law enforcement encounters.
- Will support the CERT team and actively recruit and train new members.

## Technology

- Will strive to obtain, practice, and maintain the technical training necessary to serve our community professionally and strive to be a technology leader amongst our peer Departments as well as keeping up to date on law reforms and policies.
- Will keep up-to-date technology to improve communications with area Departments and agencies to include platforms, data base sharing and cost sharing.

## Staffing

- Will maintain a stable, experienced and fully funded staff.
- Will strive to keep up with the latest strategies for recruiting and retention in the police profession and provide proper funding for same.

## Community

- Will strive to continue flourishing and nurturing the Community Policing philosophy and encourage all staff to participate in community events.
- Will continue to mandate **all** Officers to be Community Police Officers.
- Will maintain our commitment to a low crime rate through the use of continual analysis of time and data information in correlation with personnel scheduling.
- Will purchase equipment such as radar speed signs to assist with traffic calming, speed monitoring and surveys to assist our residents with complaints in problem areas.
- Will keep our website updated to expedite communications with our community.
- Will continue to embrace social media platforms as a positive proactive way to

communicate effectively with our Community and use them as tools to gather feedback from the community.

- Will maintain a Department-wide commitment to foster the growth of ACT NOW, support its missions, assist with branding and maintain seamless integration to prove they are a visible and valuable asset to our community.
- Will hold impromptu casual events to welcome residents to interact with Officers in a non-enforcement venue (i.e., Coffee with a Cop, Department Tours/Open House, picnics, pig roast, etc.).
- Will develop strong relationships with the community by reaching out to groups that we don't normally interact with such as visiting school kids at recess or lunch, visiting seniors at senior centers, and attending Veteran group events or meetings.
- Will review Township Ordinances and when needed make amendment requests to the Township Board based on valid trained input so that they are palatable to the residents and enforceable by the Police Department.
- Will collaborate with other Departments and agencies in investigations to assure that our crime rate is low and conducive to an attractive place for people to live and work.
- Will collaboratively work with Emergency Service branches to plan for and mitigate hazards and continue to strengthen the Emergency Management plan for Gerrish Township to ensure the safety of all employees and the community.

### **Work Environment**

- Will review and amend Department policies and procedures so that they are consistent with current practices and/or needs.
- Will explore revenue generating opportunities when available and present them to the Township Board to assist them in controlling costs to the Township.
- Will strive to share resources and use manpower more collaboratively in an effort to control costs.
- Will support the mental and physical health of the staff through designating areas for physical and mental well-being repose and participating in group employee activities.
- Will maintain clean and tidy workspaces and add storage shelving, bins, lockers, etc., to cut down on clutter.
- Will stay true and focused on our Department's Mission and Vision including remaining mindful of cost containment to our residents without subjecting them to unreasonable risks.
- Will strive to practice and maintain safety through updating equipment when necessary, Officer's experience, training, classroom instruction, updated case law information, as well as training interaction with other departments for the safety of all Officers.

- Will expect to hold each other to the highest ethical standards every day and not feel threatened to report any unfavorable actions to administration.
- Will use our best judgement when representing Gerrish Township within the public sector.

### **Internal & External Relationships**

- Will lead our internal and external partners with ethics and integrity by focusing on decision making that is legal, ethical, and moral on all matters that affect Gerrish Township. All decisions must be reviewed using this criterion.
- Will strive to lead other internal and external partners to give and receive professional respect as necessary for our organization to function with continuity.
- Will strive to keep a transparent and open image of our Department to the public.
- Will be committed to fostering an environment of respect and support between the Township Board, Township employees and the community in relation to the training, experience and decisions recommended by the Department for the good of the community.
- Will make decisions collaboratively that are best for the Gerrish Township Police Department using solid decision-making models through inclusion of the entire Police Department team.
- Will maintain an open positive work relationship with our fellow Officers, Township employees and the Gerrish Township Board.
- Will maintain interpersonal relationships in the Department that are friendly, open, creative, and always team spirited and motivated.
- Will maintain a professional, positive atmosphere as we work with other Criminal Justice Agencies as we solve community problems together on a day-to-day basis.
- Will strive to achieve seamless communications between Department members and all Gerrish Township employees and board members.
- Will bolster appreciative “positive” communications from the public directed to Officers by sharing with the Township Board and fellow employees.
- Will strive to strengthen our partnership with Gerrish Fire/EMS by joining together on issues that promote collaboration with our community.



**3075 E. Higgins Lake Drive**

**Roscommon, MI 48653**

**(989) 821-5207**

**ACT NOW is a 501(c)(3) Non-Profit Organization**

***“Neighbors with Police...Caring Together for Our Community”***

## **2024 Annual Report**

- 01/22/24 AED Refurbishment Project – Donated AED units to 3 local businesses (Cost \$1,208.69)
- 04/13/24 Annual Bowling Tournament Fundraiser at Fred’s of Roscommon (Raised \$3,181.00)
- 04/29/24 Awarded two \$1,000.00 Scholarships to RHS Seniors Logan Hasting & Jordan Hendershott
- 05/15/24 Spring Road Clean-Up (MDOT Adopt-A-Highway Program) 13 Volunteers collected 12 Bags of Trash
- 07/15/24 Held the 25<sup>th</sup> Annual Meeting & Picnic outdoors at the Gerrish Twp. Marina with 42 guests in attendance
- 08/10/24 15<sup>th</sup> Annual Golf Outing Fundraiser at the Redwood Golf Course – 22 Teams Participated (Raised \$6,027.31)
- 09/10/24 Annual Law Enforcement Torch Run for MI Special Olympics 42 Participants & 2 Dogs (Raised \$1,680.00)
- 09/18/24 Fall Road Clean-Up (MDOT Adopt-A-Highway Program) 11 Volunteers collected 10 Bags of Trash
- 10/31/24 16<sup>th</sup> Annual Trunk or Treat with Gerrish Twp. Police Dept. at the Gerrish Twp. Municipal Complex (Spent \$2,286.40)
- 12/01/24 16<sup>th</sup> Annual “Kids Helping Kids” Foster Christmas Program Supported 52 foster children and 21 foster families (Spent \$7,931.62)
- 12/16/24 23<sup>rd</sup> Annual Shop-With-A-Cop Program Supported 10 local families including 18 children and 11 adults (Spent \$5,375.27)

CERT Volunteers assisted the Roscommon Area Christian Ministries Team and the Gerrish Twp. Police Department with monthly Food Distributions servicing 2,908 families and 6,334 individuals. Distributed 211,137 pounds of food in 2024.

May-October Season “Scrap Metal Project” (Raised \$2,665.52)  
Since we began the Scrap Metal Project in 2008, we have raised \$38,139.56.

(OVER)

January donation of \$500.00 to the RHS Project Graduation Program.

Home Energy & Family Assistance to local residents (\$402.16)

Made annual donations/supported the following groups/organizations:

- Northern Michigan Children's Assessment Center
- Gerrish Township CERT Team & Crawford CERT Team
- Department of Health & Human Services "Pathways to Potential" Program
- Rotary Club of Houghton Lake Service Auction
- Higgins Lake Sunrise Run
- Roscommon Co. Sheriff's Office National Night Out
- Roscommon Co. Sheriff's Auxiliary Bowling Fundraiser
- GTPD "Coffee with a Cop" Events
- Oasis of Hope
- Gerrish Twp. Fire/EMS 75<sup>th</sup> Anniversary Celebration
- Roscommon County Literacy Council – Dolly Parton Imagination Library (sponsor 20 children for one year)
- American Cancer Society Coaches Against Cancer Fundraiser
- Gerrish Twp. Police Officer Association  
Assist with Chief and Sgt. Retirement Parties/Gifts



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## **COMMUNITY PROGRAMS & PROJECTS SUPPORTED BY ACT NOW**

### **GERRISH TOWNSHIP C.E.R.T. (Community Emergency Response Team) \$10,358.00 \***

Nineteen trained volunteers who are ready to be deployed when called upon. They hold annual meetings, exercises, and trainings under the direct supervision of the Gerrish Township Police Department. They receive 20 hours of training to become certified members who can help the community by providing critical support by giving immediate assistance to victims, providing damage assessment information, and organizing other volunteers at disaster sites. They are also trained to assist the local and state emergency services and perform such duties as shelter support, crowd control, evacuations, first aid and search and rescue. The Gerrish Township CERT team was established in 2006.

### **KIDS HELPING KIDS PROGRAM \$74,978.00 \***

Currently planning for our 17<sup>th</sup> Annual program that furnishes Christmas gifts for approximately 50-60 foster children placed with foster families out of Roscommon County. We partner with the Department of Health & Human Services and provide a little extra for foster children as the state only provides a \$25.00 gift card for each child during the holidays. Kids from our local schools, youth groups and organizations volunteer to shop for the gifts and wrap the gifts. DHHS staff deliver the gifts to the foster children along with a Walmart gift card to the family.

### **SCHOLARSHIP PROGRAM \$28,000.00 \***

ACT NOW awards two \$1,000 scholarships to Roscommon High School graduating seniors each year. The scholarships are awarded based on GPA, community service and need. The scholarships are based on the value and importance of community service as seen through the eyes of the youth applicants. The scholarship program was established in 2008.

### **SHOP-WITH-A-COP PROGRAM \$92,246.00 \***

2025 will mark the 24<sup>th</sup> Annual Shop-With-A-Cop Program where officers take one child from each of the selected families shopping for gifts and treats them to a meal afterwards. These families are selected through an application process in which the officers work with the local schools to locate children and families that are in need of assistance at Christmas time. This is not only a way to give to those in need but to also encourage positive law enforcement interaction with the children. To date we have brightened the holiday season for 178 families, 290 adults and 601 children. Our community group gathers to wrap all the gifts, and the officers deliver the gifts a few days before Christmas.

### **TRUNK OR TREAT \$31,027.00 \***

2025 will be the 17<sup>th</sup> Annual Trunk or Treat which is held on Halloween night each year. This is a huge community event for children and families. Participants decorate their vehicles and set up on

[1]

**\*Denotes amount donated since  
program/project inception  
TOTAL \$278,621.00  
Updated 02/13/2025**

the outdoor park area behind the Gerrish Township Hall and pass out candy to hundreds of kids each year and the “trunks” are judged, and prizes are awarded for “Most Creative,” “Scariest” and “Best Decorated.” Random participation drawings are included for everyone who puts a trunk in the event. Approximately 900 - 1,200 people attend this event each year. Last year 36 trunks participated. The project was modified to a DRIVE-THRU event in 2020 & 2021 due to the COVID-19 pandemic and were held at the Roscommon Area Public Schools complex, however, it went back to in-person event in 2022 & 2023.

#### **GERRISH TOWNSHIP PUBLIC SAFETY FUND \$17,636.00 \***

This fund supports the Gerrish Township Public Safety Services (Police, Fire, EMS) with helping to sponsor public safety programs and projects such as the CERT team with their Trailer Project, Fire Safety Week and the Safety Education Trailer for children, providing child safety car seats through the Crawford Roscommon Child Protection Council and helped provide the Police Department’s original Drug Drop Box, just to name a few. This fund also provides Neighborhood Watch signs and recently started an “AED Refurbishment Project” to update older AEDs and donated them to community businesses.

#### **HOME ENERGY & FAMILY ASSISTANCE FUND \$24,376.00 \***

This fund provides citizens with heating and electrical assistance costs in the winter when all other resources have been expended. In the past it has provided furnace repairs, wood, fuel, propane, and propane tank installations and/or repairs.

ACT NOW also sponsors other community groups and organizations such as the Special Olympics of Michigan Law Enforcement Torch Run, Northern Michigan Children’s Assessment Center, Roscommon County Literacy Council, Roscommon CRAF Center, The Lion’s Den MBTC, Roscommon Area Christian Ministries, Roscommon Bucks Marching Band, Roscommon Musical Program, Salvation Army Bell Ringing, Higgins Lake Sunrise Run, Oasis of Hope, Roscommon County Sheriff’s Auxiliary.

ACT NOW also hosts an Annual Meeting & Picnic every July to thank the members and volunteers. We provide burgers, hot dogs, sides, beverages, and dessert to all that attend. We keep our members and community aware of our meetings, events and fundraisers via our G.A.P.S. Monthly Newsletters, emails, web posts and social media outlets.

ACT NOW also does an Annual Scrap Metal Project from April – October to promote recycling of metal and cleaning up our neighborhoods and community and also participates in Road Clean-Up through the MDOT Adopt-a-Highway program twice a year in the spring and the fall.

ACT NOW holds an Annual Golf Outing every August and a Bowling Tournament Fundraiser every April to raise money for all our great community projects and programs and in the past have also held large successful ATV Raffles, Getaway Package Raffles, Cash Raffles and Glow Golf events.

ACT NOW has been a non-profit 501(c)(3) organization since June 10, 2009 and has an Executive Board with nine voting members and two non-voting advisory members with a general membership of over two hundred citizens.

#### ***Our Mission:***

***We, the Advisory Community Team – Neighbors On Watch (ACT NOW) are committed to benefit the people of Gerrish Township by promoting the preservation, appreciation, and improvement of the physical, social, and aesthetic qualities of all Gerrish Township neighborhoods, through benevolent actions.***

[2]

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