

**MICHIGAN STATE POLICE
FY 2023 Five Year Capital Outlay Plan**

Our Mission

Provide the highest quality law enforcement and public safety services throughout Michigan.

Strategic Goals

In October of 2019, the Michigan State Police (MSP) announced a new three-year Strategic Direction that emphasizes a culture of “ONE.” ONE is defined as disparate parts joining together under a singular mission to achieve success; uniquely different but working together to appear as one. A state of connectiveness and community where together is always better. Achieving ONE is not a single-step process. It will take intentional commitment over a long period of time and will provide the foundation for the Department’s Strategic Direction.

The Strategic Direction consists of goals in the following three areas of investment:

1. Public Safety- Provide the highest quality law enforcement and public safety services by maximizing existing strengths and assess and by forging authentic community connections.
2. Employee Experience- Support our department members by creating an environment that fosters engagement and encourages personal growth and future successes.
3. Diversity, Equity, and Inclusion- Build a department culture that values trust, transparency, and individual contributions that will inspire the confidence of department members, the public and our stakeholders.

Our Vision

Be a leader and partner in law enforcement and public safety, with a highly trained, full-service state police force that is mobile, flexible, and responsive to emerging public safety needs across Michigan.

Our Value Statement

A PROUD tradition of SERVICE through EXCELLENCE, INTEGRITY, and COURTESY

Our Philosophy of Leadership

The department achieves its mission through employees who distinguish themselves as leaders by their ability to earn respect, instill confidence, and strengthen morale by providing vision, accountability, and recognizing individual contributions and achievements.

PROGRAMMING CHANGES and IMPLEMENTATION PLANS

Regional Policing Plan

Continued Implementation

Since its inception in 1917, the MSP has always had a regional focus due to its statewide jurisdiction. However, the department fully embraced this concept in late 2011 with the implementation of the Regional Policing Plan. The MSP closed over half its posts, moved over 100 administrative sergeants into a mobile supervision role, implemented a squad-based trooper deployment model, and entered into dozens of cooperative, resource-sharing agreements with local police departments.

The regional policing plan continues to benefit Michigan citizens through administrative efficiencies, increased patrols and enhanced relationships with local law enforcement partners.

The MSP will continue to evaluate the physical work locations and make reductions where technology, connectivity and assigned vehicles are beneficial.

With mobility greatly enhanced, both the trooper and agency will need to become increasingly flexible regarding assignments and responsibilities. With improved and reliable in-car technology, troopers will be able to complete most of their reports and investigative research from their patrol vehicle, or “mobile office.” The assignment of vehicles coupled with working from home will not only be more efficient but will also undoubtedly increase patrol visibility and crime deterrence.

Major Project

MSP Training Campus Project

The MSP Training Campus will become a comprehensive criminal justice training hub capable of supporting scenario-based adult learning. The campus will be enhanced to include sufficient classrooms, an outdoor shooting range (phase two), a renovated locker room and simulated buildings to provide public safety agencies with world-class training opportunities. In addition, training curricula will be expanded with a focus on community policing principles, including the areas of fair and impartial policing, diversity, responding to incidents involving individuals with mental illnesses, and identifying opportunities to involve community members in training sessions to share their experiences and perspectives. MSP recently funded the shooting range – phase one with department funds. Estimated cost: \$50,363,801

Conclusion

The Department continues to assess space requirements within programs and identify locations that need to be addressed based on the adequacy of their current facility. The Management Services Section staff schedules site visits to MSP facilities throughout the year. Site visits include a general review of current structure, maintenance needs, and a discussion of any facility concerns with the personnel at the building. Additional details regarding the status of MSP facilities are included in the Facility Assessment.