

MEMORANDUM



TO: VICTOR CARDENAS, CITY MANAGER
FROM: ERICK W. ZINSER
DIRECTOR OF PUBLIC SAFETY / CHIEF OF POLICE
SUBJECT: CALEA NATIONAL REACCREDITATION
DATE: AUGUST 11, 2025

Mayor and Council –

As shared at our last City Council meeting, the Novi Police Department received word that they were reaccredited by CALEA for both police and dispatch operations.

- Victor

On Saturday, August 9, 2025, the Novi Police Department was honored to receive its Second Advanced Law Enforcement Reaccreditation and its First Communications Reaccreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA). These achievements represent the culmination of years of sustained effort by our sworn officers, civilian staff, and communications personnel to meet and exceed the highest standards in public safety.

Accreditation is not a one-time accomplishment. It is a rigorous, ongoing process that requires agencies to maintain compliance with hundreds of nationally recognized standards governing all aspects of law enforcement operations, policies, training, supervision, use of force, emergency preparedness, evidence handling, internal affairs, recruitment, communications, and community engagement. Every policy, procedure, and operational decision is measured against these benchmarks, and compliance is verified through extensive on-site assessments and continuous monitoring.

The value of accreditation extends far beyond meeting a checklist of requirements. It provides tangible benefits to the City of Novi and its residents:

- **Professional Excellence:** Accreditation ensures that our operations are guided by best practices proven across the profession, reducing liability risks and enhancing effectiveness.
- **Public Trust:** Independent evaluation and verification strengthen transparency, demonstrating to our community that we hold ourselves accountable to the highest standards.
- **Operational Consistency:** Standardized procedures improve efficiency, promote fairness, and reduce errors, which directly enhances public safety.
- **Continuous Improvement:** Accreditation requires constant review and updates to policies and practices, keeping the department aligned with evolving laws, technologies, and community expectations.

The Novi Police Department's accreditation history reflects a strong and consistent commitment to this model of excellence. We earned our initial CALEA Advanced Law Enforcement Accreditation in 2017, our initial CALEA Communications Accreditation in 2021, and our initial Michigan Law Enforcement Accreditation Commission (MLEAC) state accreditation in 2018. We have maintained both national and state credentials ever since, most recently achieving our Second MLEAC Reaccreditation. Novi remains one of a select number of agencies in Michigan to hold both CALEA and MLEAC accreditations. Only 2 of 584 Michigan agencies have MLEAC, CALEA, and CALEA Communications accreditation (0.3%).

These accomplishments are a testament not only to the dedication and professionalism of our staff but also to the support of City leadership. Accreditation requires investment of time, resources, and personnel, and it is only possible when there is a shared commitment to operating at the highest professional level. The benefits of that investment are seen in safer operations, improved service delivery, reduced liability exposure, and a stronger bond between the department and the community. As we move forward, we remain committed to using these standards as a benchmark of excellence, ensuring that every action we take reflects our mission to safeguard, serve, and inspire trust in those we are sworn to protect.

