

LAW AND ORDER CODE

POLICE DEPARTMENT CODE

CHAPTER 1. PURPOSE AND POLICY

SEC. 101. TITLE. THIS CODE SHALL BE KNOWN AS THE NOTTAWASEPPI HURON BAND OF THE POTAWATOMI POLICE DEPARTMENT CODE. ITS EFFECTIVE DATE SHALL BE THE DATE THIS DOCUMENT IS APPROVED BY RESOLUTION OF THE TRIBAL COUNCIL.

SEC. 102. PURPOSE. THE PURPOSE OF THIS CODE IS TO PROVIDE FOR THE ESTABLISHMENT OF A POLICE DEPARTMENT AND TO DEFINE THE DUTIES AND TRAINING STANDARDS FOR LAW ENFORCEMENT PERSONNEL ACCORDING TO THE HIGHEST PROFESSIONAL STANDARDS.

SEC. 103. AUTHORITY.

THIS CODE IS ENACTED PURSUANT TO AUTHORITY PROVIDED BY ARTICLE VI, SEC. 1(i) OF THE TRIBE'S CONSTITUTION, WHICH EMPOWERS THE TRIBAL COUNCIL TO PROVIDE FOR THE MAINTENANCE OF LAW AND ORDER AND EMPLOY PERSONNEL TO IMPLEMENT AND ADMINISTER LAW AND ORDER.

SEC. 104. ADOPTION, AMENDMENT, REPEAL. THIS ORDINANCE IS ADOPTED BY TRIBAL COUNCIL RESOLUTION 02-19-09-__.

SEC. 105. SEVERABILITY. SHOULD ANY PROVISION OF THIS CODE OR THE APPLICATION THEREOF TO ANY PERSON OR CIRCUMSTANCES BE HELD AS INVALID, SUCH INVALIDITY SHALL NOT AFFECT OTHER PROVISIONS OF THIS CODE WHICH ARE CONSIDERED TO HAVE LEGAL FORCE WITHOUT THE INVALID PORTIONS. NOTHING HEREIN SHALL BE CONSTRUED AS INCONSISTENT WITH THE CONSTITUTION OF THE NOTTAWASEPPI HURON BAND OF THE POTAWATOMI CONSTITUTION.

SEC. 106. REPEAL. THIS CODE SUPERCEDES ANY OTHER TRIBAL LAWS, POLICIES, REGULATIONS, RULES, RESOLUTIONS, MOTIONS AND ALL OTHER SIMILAR ACTIONS WHICH ARE INCONSISTENT WITH THE EXPRESS TERMS OF THIS CODE AND ANY PRIOR ACTIONS WHICH CONFLICT WITH THIS CODE ARE HEREBY REPEALED UNLESS SPECIFICALLY RE-ENACTED AFTER ADOPTION OF THIS CODE.

CHAPTER 2 DEFINITIONS.

SEC. 201. UNLESS SPECIFICALLY STATED ELSEWHERE IN THIS CHAPTER, THE MEANING OF THE TERMS USED IN THIS CHAPTER SHALL BE AS FOLLOWS:

(A) **"DIRECTOR"** MEANS THE DIRECTOR OF LAW ENFORCEMENT FOR THE NOTTAWASEPPI HURON BAND OF THE POTAWATOMI INDIANS POLICE DEPARTMENT APPOINTED BY THE COUNCIL.

(B) **"DEPARTMENT"** MEANS THE NOTTAWASEPPI HURON BAND OF THE POTAWATOMI INDIANS POLICE DEPARTMENT, HEREINAFTER REFERRED TO AS THE "DEPARTMENT" OR THE "POLICE DEPARTMENT".

(C) **“RESERVATION”** MEANS ALL LANDS AND WATERS WITHIN THE EXTERIOR BOUNDARIES OF THE PINE RIVER INDIAN RESERVATION AND ALL OTHER LANDS AND WATERS HELD IN TRUST FOR THE TRIBE BY THE UNITED STATES OF AMERICA.

(D) **“TRIBAL COUNCIL”** OR **“COUNCIL”** MEANS NOTTAWASEPPI HURON BAND OF THE POTAWATOMI TRIBAL COUNCIL.

(E) **“TRIBE”** MEANS THE NOTTAWASEPPI HURON BAND OF THE POTAWATOMI INDIANS..

CHAPTER 3. CREATION OF POLICE DEPARTMENT; GENERAL PRINCIPLES.

SEC. 301. ESTABLISHMENT OF DEPARTMENT. THERE IS HEREBY ESTABLISHED A POLICE DEPARTMENT, TO WHICH IS DELEGATED ALL GENERAL LAW ENFORCEMENT AUTHORITY OF THE NOTTAWASEPPI HURON BAND OF THE POTAWATOMI.

SEC. 302. DIRECTOR OF LAW ENFORCEMENT. THE DEPARTMENT SHALL BE HEADED BY A DIRECTOR, APPOINTED PURSUANT TO CHAPTER 4 OF THIS CODE.

SEC. 303. ALL LAW ENFORCEMENT OPERATIONS SHALL TAKE PLACE ON AND WITHIN THE RESERVATION UNLESS THERE IS A POTENTIAL THAT SAFETY AND WELFARE OF AN INDIVIDUAL IS BEING COMPROMISED. IN ADDITION, LAW ENFORCEMENT OPERATIONS MAY TAKE PLACE OFF-RESERVATION PURSUANT TO MUTUAL AID LAW ENFORCEMENT AGREEMENTS WITH THE STATE OF MICHIGAN OR LOCAL GOVERNMENTS.

SEC. 304. ALL LAW ENFORCEMENT OPERATIONS SHALL BE CONDUCTED AS SET FORTH IN THIS CODE.

SEC. 305. MISSION OF DEPARTMENT. THE DEPARTMENT SHALL BE OPERATED WITH THE MISSION AND PURPOSE OF PROVIDING COMMUNITY-BASED LAW ENFORCEMENT SERVICES DESIGNED TO PROMOTE AND PROTECT THE HEALTH, SAFETY AND GENERAL WELFARE OF THE NOTTAWASEPPI HURON BAND OF THE POTAWATOMI RESERVATION, ITS CITIZENS AND ALL PERSONS RESIDING ON, OR WHO ARE PRESENT ON, THE RESERVATION. LAW ENFORCEMENT PERSONNEL SHALL BE RESPONSIBLE FOR DETECTING AND PREVENTING CRIME AND ENFORCING THE LAWS OF THE NOTTAWASEPPI HURON BAND OF THE POTAWATOMI AND APPLICABLE FEDERAL, STATE OR LOCAL LAWS, WHEN AUTHORIZED UNDER MUTUAL AID AGREEMENTS.

SEC. 306. THE POLICE DEPARTMENT MAY, AS AUTHORIZED AND DELEGATED BY THIS CODE AND THE TRIBAL COUNCIL, ENTER INTO CROSS-DEPUTIZATION AND OTHER MUTUAL AID LAW ENFORCEMENT AGREEMENTS WITH OTHER JURISDICTIONS. SUCH AGREEMENTS MUST BE RATIFIED AND APPROVED BY TRIBAL COUNCIL RESOLUTION.

SEC. 307. USE OF DEADLY FORCE. THE DEPARTMENT MAY ALLOW LAW ENFORCEMENT USE OF SERVICE FIREARMS AND WEAPONS, INCLUDING THE USE OF DEADLY FORCE WHEN NECESSARY, IN ORDER TO PROTECT LIFE, LIBERTY, PROPERTY, LAND AND PREMISES, IN ACCORDANCE WITH TRIBAL LAW AND ACCORDING TO THE USUAL AND MINIMUM ACCEPTED LAW ENFORCEMENT STANDARDS AS

DETERMINED BY THE DIRECTOR. HOWEVER, ACTUAL USE OF DEADLY FORCE SHALL BE ALLOWED SOLELY FOR THE PROTECTION OF LIFE OR THE PREVENTION OF GRIEVOUS BODILY HARM.

SEC. 308. ROLE OF THE TRIBAL COUNCIL. THE TRIBAL COUNCIL SHALL PROVIDE OVERSIGHT REGARDING THE PROGRAMS AND ACTIONS OF THE LAW ENFORCEMENT OPERATIONS TO ASSIST THE DEPARTMENT IN CARRYING OUT ITS STATED MISSION AND TO PROVIDE THE GREATEST POSSIBLE PROFESSIONAL SERVICES TO THE NOTTAWASEPPI HURON BAND OF THE POTAWATOMI COMMUNITY AND TO ALLOW FOR COMMUNITY INPUT REGARDING THOSE LAW ENFORCEMENT SERVICES THROUGH ITS REPRESENTATIVES. THE TRIBAL COUNCIL'S ROLE IS TO SERVE AS AN OVERSIGHT BODY AND DOES NOT INVOLVE DECISION MAKING PROCESSES ON DAY TO DAY ACTIVITIES OF THOSE LAW ENFORCEMENT SERVICES.

CHAPTER 4. APPOINTMENT OF DIRECTOR AND LAW ENFORCEMENT OFFICERS.

SEC. 401. APPOINTMENT OF DIRECTOR; INTERIM DIRECTOR.

(A) THE DIRECTOR OF LAW ENFORCEMENT SHALL BE APPOINTED BY THE TRIBAL COUNCIL.

(B) INTERIM DIRECTOR.

- (1) UPON ACCEPTING RETIREMENT NOTIFICATION OR THE RESIGNATION OF A CURRENT DIRECTOR, THE TRIBAL COUNCIL SHALL APPOINT A QUALIFIED OFFICER WITHIN THE DEPARTMENT TO SERVE AS INTERIM OR ACTING DIRECTOR WHO SHALL SERVE IN SAID CAPACITY UNTIL THE PROCESS FOR APPOINTMENT OF A NEW DIRECTOR CAN BE COMPLETED.
- (2) APPOINTMENT OF INTERIM DIRECTOR. OFFICERS APPOINTED TO SERVE AS DIRECTOR ON AN INTERIM BASIS SHALL NOT SERVE IN SAID CAPACITY IN EXCESS OF SIX (6) MONTHS AND ARE SUBJECT TO DEMOTION TO THEIR ORIGINAL POSITION UPON APPOINTMENT OF A NEW DIRECTOR.

SEC. 402. QUALIFICATIONS OF DIRECTOR.

(A) THE RECRUITMENT AND HIRING PROCESS FOR THE DIRECTOR SHALL BE CONDUCTED BY THE TRIBAL COUNCIL, WITH ASSISTANCE, AS NEEDED, BY THE HUMAN RESOURCE DEPARTMENT.

(B) NO PERSON SHALL BE ACCEPTED AS A CANDIDATE OR BE ELIGIBLE TO SERVE AS DIRECTOR WHO DOES NOT MEET THE FOLLOWING QUALIFICATIONS:

- (1) CURRENT CERTIFICATION IN THE STATE OF MICHIGAN AS A LAW ENFORCEMENT OFFICER.
- (2) A MINIMUM OF FIVE (5) YEARS CREDITABLE SERVICE AS A SWORN LAW ENFORCEMENT OFFICER FOR A STATE, TRIBAL, LOCAL OR FEDERAL GOVERNMENT, WITH PREFERENCE FOR (I) THOSE WHO HAVE AT LEAST AN ASSOCIATE DEGREE IN POLICE SCIENCE, CRIMINAL JUSTICE OR SIMILAR FIELD, OR

A BACHELOR'S DEGREE IN A RELATED SUBJECT; AND (II) THOSE WITH SUCCESSFUL SUPERVISORY EXPERIENCE.

(3) CURRENT SATISFACTORY BACKGROUND INVESTIGATION COMPLETED BY THE TRIBE THROUGH AGENCY SELECTED BY THE TRIBAL COUNCIL WITH RESULTS OF THE INVESTIGATION REPORTED DIRECTLY TO THE TRIBAL COUNCIL.

(5) CURRENT SATISFACTORY PSYCHOLOGICAL EXAMINATION REPORT.

(6) CURRENT SATISFACTORY MEDICAL EXAMINATION REPORT.

(7) CURRENT DRUG TEST WITH NEGATIVE RESULTS FOR CONTROLLED SUBSTANCES.

(C) EXAMINATIONS, INTERVIEWS, FURTHER SELECTION CRITERIA AND OTHER PROCESSES UTILIZED IN THE HIRING PROCESS OF A DIRECTOR SHALL BE AT THE DISCRETION OF THE TRIBAL COUNCIL.

SEC. 403. APPOINTMENT OF LAW ENFORCEMENT OFFICERS.

LAW ENFORCEMENT OFFICERS SHALL BE APPOINTED BY THE DIRECTOR WITH APPROVAL OF THE TRIBAL COUNCIL.

SEC. 404. HIRING CRITERIA FOR LAW ENFORCEMENT OFFICERS. HIRING CRITERIA FOR LAW ENFORCEMENT OFFICERS SHALL BE DEVELOPED AND IMPLEMENTED BY THE DIRECTOR; AND MUST INCLUDE, BUT IS NOT LIMITED TO:

(A) CERTIFICATION BY THE MICHIGAN COMMISSION ON LAW ENFORCEMENT STANDARDS OR ELIGIBILITY TO RECEIVE SUCH CERTIFICATION;

(B) EDUCATIONAL REQUIREMENTS;

(C) SATISFACTORY BACKGROUND INVESTIGATION;

(D) PSYCHOLOGICAL EXAMINATION;

(E) MEDICAL CERTIFICATION. AND

(F) ALL OTHER APPLICABLE NHBP POLICIES AND PROCEDURES.

THE DEPARTMENT-SPECIFIC HIRING CRITERIA FOR NEW LAW ENFORCEMENT OFFICERS DEVELOPED BY THE DIRECTOR SHALL BE PRESENTED TO THE TRIBAL COUNCIL FOR REVIEW AND COMMENT PRIOR TO IMPLEMENTATION.

SEC. 405. INDIAN PREFERENCE. PREFERENCE IN HIRING OF ALL LAW ENFORCEMENT OFFICERS SHALL BE GIVEN TO NATIVE AMERICANS IN ACCORDANCE WITH THE INDIAN PREFERENCE ORDINANCE.

SEC. 406. LAW ENFORCEMENT OFFICERS TO BE SWORN. ALL LAW ENFORCEMENT OFFICERS, INCLUDING THE DIRECTOR, SHALL BE INSTALLED AND AUTHORIZED TO ENFORCE TRIBAL LAWS BY SWORN OATH BEFORE THE TRIBAL COUNCIL AT A DULY CALLED MEETING.

CHAPTER 5. ORGANIZATION OF DEPARTMENT.

SEC. 501. DUTIES OF THE DIRECTOR OF LAW ENFORCEMENT.

THE DUTIES OF THE DIRECTOR OF LAW ENFORCEMENT SHALL BE AS FOLLOWS:

- (A) THE DIRECTOR SHALL HAVE AUTHORITY OVER DEPARTMENTAL PERSONNEL AND OPERATIONS, SUBJECT TO THE GENERAL DIRECTION OF THE TRIBAL COUNCIL AND AS SET FORTH IN DEPARTMENTAL POLICIES AND OPERATING PROCEDURES AND OTHER NHBP POLICIES AND PROCEDURES.
- (B) TO BE RESPONSIBLE TO THE COUNCIL FOR THE PROPER AND EFFICIENT ENFORCEMENT OF ALL LAWS FOR WHICH HE OR SHE HAS BEEN GIVEN AUTHORITY AND FOR THE EFFICIENT SERVICE AND DISCIPLINE OF THE LAW ENFORCEMENT OFFICERS AND OTHER PERSONS UNDER HIS OR HER SUPERVISION;
- (C) TO BE RESPONSIBLE FOR ARRANGING WITH THE PROPER TRIBAL OFFICIAL FOR THE BONDING OF ALL LAW ENFORCEMENT OFFICERS AND FOR COVERAGE FOR ALL DEPARTMENT PERSONNEL AND EQUIPMENT UNDER THE TRIBE'S LIABILITY INSURANCE;
- (D) TO THOROUGHLY INVESTIGATE ALL COMPLAINTS FILED BY ANY CITIZEN AGAINST ANY PERSONNEL UNDER HIS OR HER SUPERVISION AND A WRITTEN REPORT OF SUCH COMPLAINT AND THE INVESTIGATIVE ACTION INCLUDING HIS OR HER FINDINGS SHALL BE MADE TO THE COUNCIL;
- (E) TO NOTIFY THE COUNCIL IN WRITING OF ANY CASE OF MISCONDUCT OR NEGLECT OF DUTY ON THE PART OF SUBORDINATES AND REPORT THE PERSONNEL ACTION TAKEN;
- (F) TO BE RESPONSIBLE TO THE COUNCIL, TO WILLINGLY AND FAITHFULLY PERFORM ANY AND ALL DUTIES THE COUNCIL MAY ORDER HIM OR HER TO PERFORM AND TO ADMINISTER THE DUTIES OF OFFICE IN THE MANNER REQUIRED BY THE COUNCIL;
- (G) TO COORDINATE INVESTIGATIVE FUNCTIONS WITH STATE AND COUNTY OFFICERS AND OFFICIALS, SPECIAL OFFICERS, AND OTHER FEDERAL OFFICIALS WHENEVER APPROPRIATE IN PROMOTING LAW ENFORCEMENT ON THE RESERVATION;

SEC. 502. SUBORDINATE OFFICERS.

- (A) THE DIRECTOR MAY APPOINT, UPON APPROVAL OF COUNCIL, OFFICERS OF SUBORDINATE RANK TO THE DIRECTOR, INCLUDING BUT NOT LIMITED TO THE RANK OF LIEUTENANT, SERGEANT, AND DETECTIVE. THESE SUBORDINATE OFFICERS SHALL ANSWER TO THE DIRECTOR AND PROVIDE SUPERVISION TO OFFICERS OF LOWER RANK.
- (B) IN ADDITION TO THE MINIMUM QUALIFICATIONS REQUIRED FOR LAW ENFORCEMENT OFFICERS, THE RANKING OFFICERS SHALL POSSESS SUCH OTHER QUALIFICATIONS AS ESTABLISHED BY THE DIRECTOR.

- (C) THE RANKING OFFICERS SHALL PERFORM SUCH DUTIES AS MAY BE SPECIFIED IN A WRITTEN JOB DESCRIPTION OR OPERATIONS MANUAL APPROVED AND ADOPTED BY THE COUNCIL, AS WELL AS OTHER DUTIES DIRECTED BY THE DIRECTOR.

SEC. 503. SUPERVISION. LAW ENFORCEMENT OFFICERS WILL ACT UNDER THE DIRECT DIRECTION OF THE DIRECTOR OF LAW ENFORCEMENT AND SHALL BE SUBJECT TO THE GENERAL POLICY DIRECTION OF THE TRIBAL COUNCIL. THE TRIBAL COUNCIL SHALL DIRECT THE DIRECTOR TO CONDUCT AN INVESTIGATION ON ALL REPORTS AND CHARGES OF MISCONDUCT ON THE PART OF ANY DEPARTMENT LAW ENFORCEMENT OFFICER AND SHALL AUTHORIZE THE DIRECTOR TO EXERCISE SUCH PROPER DISCIPLINARY MEASURES AS MAY BE CONSISTENT WITH POLICIES AND PROCEDURES ESTABLISHED FOR DEPARTMENT EMPLOYEES.

SEC. 504. RESTRICTIONS. SWORN LAW ENFORCEMENT OFFICERS WITHIN THE DEPARTMENT SHALL NOT BE ASSIGNED OR DETAILED FOR ANY DUTY NOT CONNECTED WITH THE ADMINISTRATION OF LAW AND ORDER IF SUCH ASSIGNMENT OR DETAIL INTERFERES IN ANY WAY WITH THE LAW AND ORDER PROGRAM.

SEC. 505. TRAINING OF LAW ENFORCEMENT OFFICERS. IT SHALL BE THE DUTY OF THE DIRECTOR TO COOPERATE WITH THE TRIBAL COUNCIL TO MAINTAIN, FROM TIME TO TIME AS CIRCUMSTANCES REQUIRE AND PERMIT, CLASSES OF INSTRUCTION FOR LAW ENFORCEMENT OFFICERS. SUCH TRAINING AND INSTRUCTION SHALL FAMILIARIZE THE OFFICERS WITH THE MANNER OF MAKING SEARCHES AND ARRESTS, THE PROPER AND HUMANE HANDLING OF PRISONERS, THE KEEPING OF RECORDS OF OFFENSES AND POLICE ACTIVITIES, THE WRITING OF REPORTS, AND WITH COURT ORDERS AND LEGAL FORMS AND THE DUTIES OF THE POLICE IN RELATION THERETO AND OTHER SUBJECTS OF IMPORTANCE FOR EFFICIENT POLICE DUTY. IT SHALL FURTHER BE THE PURPOSE OF THE CLASSES TO CONSIDER METHODS OF PREVENTING CRIME AND OF SECURING COOPERATION WITH THE COMMUNITY IN ESTABLISHING BETTER SOCIAL RELATIONS, THE DEVELOPMENT OF COMMUNITY-BASED LAW ENFORCEMENT SERVICES AND TO PROMOTE KNOWLEDGE AND UNDERSTANDING OF TRIBAL CULTURE AND HISTORY BY ALL DEPARTMENT PERSONNEL.

SEC. 506. DUTIES OF LAW ENFORCEMENT OFFICERS. DUTIES OF LAW ENFORCEMENT OFFICERS SHALL BE AS FOLLOWS:

- (A) TO PROMPTLY OBEY ALL ORDERS OF THE DIRECTOR OR THE TRIBAL COURT WHEN ASSIGNED TO THAT DUTY;
- (B) TO LEND ASSISTANCE TO FELLOW OFFICERS;
- (C) TO REPORT AND INVESTIGATE ALL VIOLATIONS OF ANY LAW OR REGULATIONS COMING TO HIS OR HER NOTICE OR REPORTED FOR ATTENTION;
- (D) TO STOP AND DETAIN, AND IF AUTHORIZED BY APPLICABLE LAW, TO ARREST ALL PERSONS OBSERVED VIOLATING THE LAWS AND REGULATIONS FOR WHICH HE OR SHE IS RESPONSIBLE;
- (E) TO INFORM HIMSELF OR HERSELF AS TO THE LAWS AND REGULATIONS APPLICABLE TO THE TRIBAL, STATE AND FEDERAL JURISDICTION AND AS TO THE LAWS OF ARREST;
- (F) TO PREVENT VIOLATIONS OF THE LAWS AND REGULATIONS;

- (G) TO ABSTAIN FROM THE USE OF NARCOTICS AND FROM EXCESSIVE USE OF INTOXICANTS AND TO REFRAIN FROM ENGAGING IN ANY ACT WHICH WOULD REFLECT DISCREDIT UPON THE POLICE DEPARTMENT, OR RENDER THE OFFICER UNFIT FOR DUTY;
- (H) TO USE NO UNNECESSARY FORCE OR VIOLENCE IN MAKING AN ARREST, SEARCH, OR SEIZURE;
- (I) TO KEEP ALL EQUIPMENT FURNISHED IN RESPONSIBLE REPAIR AND ORDER;
- (J) TO REPORT THE LOSS OF ANY AND ALL PROPERTY ISSUED TO HIM OR HER IN CONNECTION WITH OFFICIAL DUTIES;
- (K) TO USE FIREARMS ONLY WHEN NECESSARY IN ACCORDANCE WITH THE DEPARTMENT'S DEADLY FORCE POLICY;
- (L) TO SERVE AS A DEPUTY SPECIAL OFFICER OR DEPUTY COUNTY SHERIFF IF DIRECTED TO DO SO BY THE COUNCIL AND TO COORDINATE HIS OR HER FUNCTIONS AS A TRIBAL POLICE OFFICER WITH HIS OR HER FUNCTIONS AS A FEDERAL OFFICER OR COUNTY/LOCAL OFFICER; AND
- (M) ALL PERSONNEL OF THE DEPARTMENT SHALL BE BOUND BY STANDARD OPERATING PROCEDURES THAT ARE REQUIRED AS A RESULT OF THE SPECIFIC AND UNIQUE NEEDS OF LAW ENFORCEMENT. ALL OFFICERS SHALL INSURE THAT ALL CLERICAL AND ADMINISTRATIVE STAFF WITHIN THE DEPARTMENT ADHERE TO THESE SAME STANDARDS.

SEC. 507. SUPERVISION AND CONDUCT OF TRIBAL POLICE.

- (A) EACH LAW ENFORCEMENT OFFICER IS RESPONSIBLE TO THE DIRECTOR AND MUST WILLINGLY AND FAITHFULLY PERFORM ANY AND ALL DUTIES THE DIRECTOR MAY ORDER HIM OR HER TO PERFORM.
- (B) EACH OFFICER SHALL ADMINISTER HIS OR HER DUTIES IN THE MANNER REQUIRED BY THE SUPERVISOR AND ALL OFFICIAL COMMUNICATIONS COMING TO THE ATTENTION OF OR INITIALED BY THE OFFICER SHOULD BE ROUTED THROUGH THE ESTABLISHED CHAIN OF COMMAND.
- (C) OFFICERS SHALL OBEY ALL LAWS, RULES AND REGULATIONS, AND SHALL BE HELD STRICTLY ACCOUNTABLE FOR ANY ACT OR OMISSION PREJUDICIAL TO GOOD ORDER AND DISCIPLINE.

(D) OFFICERS WILL COOPERATE WITH OUTSIDE GOVERNMENT AGENCIES WHEN COOPERATION IS CONSISTENT WITH THE TRIBAL LAW BUT SHALL EVER BEAR IN MIND THAT THEIR PRIMARY RESPONSIBILITY IS TO THE TRIBE.

(E) OFFICERS SHALL BE FAIR AND IMPARTIAL IN ALL THEIR DEALINGS WITH THE PUBLIC. TACT, DIPLOMACY AND PATIENCE SHALL BE USED IN ALL OFFICIAL CONTACTS.

SEC. 508. CONSERVATION ENFORCEMENT OFFICERS.

(A) THE DIRECTOR OF LAW ENFORCEMENT MAY APPOINT, WITH THE APPROVAL OF COUNCIL, UNIFORMED, SWORN EMPLOYEES AUTHORIZED TO INVESTIGATE, ENFORCE, AND ISSUE INFRACTIONS UNDER DESIGNATED CHAPTERS OF THE HURON POTAWATOMI TRIBAL CODE CONCERNING CONSERVATION ENFORCEMENT.

(B) CONSERVATION ENFORCEMENT OFFICERS SHALL PERFORM THEIR DUTIES IN ACCORDANCE WITH ACCEPTED, CONTEMPORARY PRACTICES AND DEPARTMENT POLICY. ALL ASSIGNED DUTIES AND TASKS ARE EXPECTED TO BE PERFORMED IN AN EFFECTIVE, EFFICIENT AND SAFE MANNER.

(C) CONSERVATION ENFORCEMENT OFFICERS RECEIVE DIRECT SUPERVISION FROM ANY FULL-TIME LAW ENFORCEMENT OFFICER OR HIGHER RANKING OFFICER.

(D) CONSERVATION ENFORCEMENT OFFICERS WILL RECEIVE SEMI-ANNUAL WRITTEN PERFORMANCE EVALUATIONS BY THE DIRECTOR OR HIS OR HER DESIGNEE.

SEC. 509. QUALIFICATIONS OF CONSERVATION ENFORCEMENT OFFICERS.

(A) THE MINIMUM QUALIFICATIONS OF ALL TRIBAL CONSERVATION ENFORCEMENT OFFICERS SHALL BE SET BY THE DIRECTOR WITH THE AFFIRMATION OF TRIBAL COUNCIL:

(B) PREFERENCE IN HIRING SHALL BE GIVEN TO NATIVE AMERICANS IN ACCORDANCE WITH THE INDIAN PREFERENCE ORDINANCE.