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Mr. Derek Thiel  
Grosse Ile Township Manager  
9601 Groh Rd.  
Grosse Ile, MI 48138

RE: Grosse Ile Township Chief of Police opening

Mr. Thiel

I recently viewed the posting for the position of Grosse Ile Township Chief of Police. I read the requirements, qualifications, and responsibilities for the position and would like to be considered for this opening.

I have been a police officer for over 25 years, 20 years of that time have been with the . . . . . During this time, I continued my education beyond my bachelor's degree in Criminal Justice to prepare myself for this position. The administrative training I have received over the past several years has given me insight into the day to day operations of the department and the position.

I have included my resume, continuing education & commendations, community involvement, department involvement, and several letters of reference.

Thank you for taking the time to review for my request for consideration as the next Grosse Ile Chief of Police.

Respectfully,

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My goal for advancement to Chief of Police is to use my experience, knowledge and education to better the Grosse Ile Police Department. I aspire to influence and mentor members of the department to achieve professional excellence and make a difference in the community.

### EXPERIENCE / EDUCATION:

1996 Ferris State University BA – Criminal Justice

#### 2001 – Present

Duties: Road patrol, Drug Enforcement Task Force Officer, Range Officer, Active Shooter Instructor, Marine Unit Boat Captain, Acting Road Sergeant, Road Sergeant, Reserve and Cadet Unit Commander, Interim Chief 08/18/21 until 09/06/21, Acting Lieutenant 09/07/21 until present, Acting Administrative Secretary.

#### Executive Administrative Experience and Education

Interim Police Chief on 08/18/21 through 09/06/21 – Managed department operations during a department Covid-19 contamination leaving the department with 9 remaining officers and 1 dispatcher. Created contingency plans for 12-hour shifts, and M.S.P. assistance if needed. Planned and coordinated relocating the department operations for building disinfection while maintaining department morale and confidence in leadership. Acquired additional P.P.E. and made critical decisions on personnel and procedure.

Interim Police Lieutenant 09/07/21 to current – Duties include Road Patrol operations, training, department monthly reporting, patrol vehicle fleet maintenance, Commander of the Police Reserve and Cadet Units. Overseeing current department operations until the Chief of Police vacancy is filled.

Acting Administrative Secretary 11/21 to 12/21 – Duties included payroll, employee time banks, department budget, paying bills using allocated budgetary line items, scheduling system, annual and monthly reporting to federal and state mandated agencies, and day to day administrative responsibilities. Conducted interviews for Police Officers, Dispatcher and Administrative Secretary positions.

Michigan Association Chiefs of Police membership 2021: Used training and materials from this organization to update several department General Orders to meet accreditation standards. I worked on the Officer Evaluation, Foot Pursuit, Police Reserve, and the Covid-19 Policies.

#### Executive / Administrative courses:

- Incident Command System (ICS)
- Internal Investigation Function
- Internal Affairs Investigations
- F.L.E.T.C. Leadership Series
- Managing Employee Performance
- National Incident Management System (NIMS)
- Community Emergency Response Teams (CERT)
- Budgeting for Law Enforcement Professionals
- Leadership and Influence

#### Reserve and Cadet Unit Commander: 2018 – Present

Duties: Oversight of the 11-member Reserve Officers and Cadet program. Manage the unit's budget, fundraise, conduct interviews and investigated complaints. Rewrote the Reserve and Cadet General Orders and Rules and Regulations.

2006 – 2016

Duties: Narcotic and Diversion investigations. Supervised Title III (wire taps), wrote and coordinated search warrants and surveillance operations. Acting Group Supervisor on several occasions.

Notable accomplishment: Played a major role in the capture of several of the most wanted narcotic producers, arms traffickers, money launderers and murder suspects. Supervised and managed Title III intercepts, managed a budget of over two million dollars, authored a 180-page, 36 location search warrant. Planned and coordinated over 400 law enforcement officers (10 state / federal agencies) to execute search warrants and arrest 24 indicted suspects while seizing thousands of pounds of evidence and several million dollars of currency and assets over a three year investigation. Utilized the Incident Command System to complete this task.

Drug Enforcement Administration Commendations:

- Nominated for National Association of Police "TOPCOP" award
- Organized Crime Drug Enforcement Association Group Achievement Award
- Recipient of the first ever United States Attorney's Office Health Care Fraud Unit Award
- Outstanding Contribution Accommodation
- Certificate of Appreciation
- Nominated for the National Attorney General's Award
- Two letters of Recognition from the F.B.I.
- Interviewed by 60 Minutes

Investigation courses:

- Narcotic Investigations School
- Diversion Conspiracy & Complex Investigations
- Internet Telecommunications Exploration Program
- Detective School
- Interview and Interrogations
- Reid School

Midnight Road Sergeant: 2018 – 09/07/21

Duties: Road Supervisor for the midnight patrol division.

Supervision courses:

- Managing Groups and Employee Interaction
- Leadership for Police Supervisors
- Effective Communication
- Decision Making and Problem Solving
- Leadership During Uncertain Times

Accommodations:

- Medal of Valor
- Two Life Saving Awards
- Oscar Phillips Leadership Award
- Meritorious Service
- Letter of Commendation
- Department Commendation

**1998 – 2001**

Duties: Jail Deputy in the winter. Marine Unit, Dive Team, Boat Captain and Boater Safety Instructor during summer months.

Search and Rescue Diver Courses:

- Rescue Diver
- Ice Diver
- USPS Boating Course
- Search and Rescue Diver
- Dry Suit Diver
- Boat Diver
- Enriched Air Nitrox 40% O2

**1997-1998**

Duties: Road patrol, community policing

**1996 – 1997**

Duties: Road patrol

**COMMUNITY INVOLVEMENT:**

I have lived in \_\_\_\_\_ since 2003 with my wife and two young children. I routinely volunteer in the \_\_\_\_\_ as a classroom dad, tutor, lunchroom monitor and participate in the Watch Dogs program. I have donated time and money to the \_\_\_\_\_ Parent and Teacher (P.A.T.) Booster club. My family and I are active members of the \_\_\_\_\_ since 2015. In 2005 I co-organized a community fundraising project (\$13,700.00), for transportation, aid supplies and travel to Biloxi, MS for Hurricane Katrina relief. The supplies were personally delivered to churches, Salvation Army and Red Cross staging areas located in Mississippi.

## EDUCATION AND ACHIEVEMENTS

### EDUCATION

1996 Ferris State University BA – Criminal Justice  
04/28/99 USPS Boating Course  
09/22/99 Advanced open water diver  
10/14/99 Rescue Diver  
11/18/99 Search and Rescue Diver  
02/11/00 Boat Diver  
02/24/00 Ice / Cold Water Rescue  
03/16/00 Dry Suit Diver  
11/02/00 Enriched air nitrox max 40% O2  
04/27/01 Policing in a Multicultural Society  
02/03/06 Basic Detective School – Michigan State Police  
02/17/06 Clandestine Lab training.  
02/23/06 R.E.I.D. school – Michigan State Police.  
04/10/08 Internet Telecommunications Exploration Program  
08/2008 Basic Narcotics Investigations School  
08/06/09 Asset Forfeiture  
11/17/11 Diversion Conspiracy & Complex Investigations School  
03/27/12 Interview and Interrogation  
12/11/12 Currency Seizure Processing  
10/09/13 Indoor Marijuana Operations  
01/17/14 Classified National Security Information and Marking Essentials for Derivative Classifiers  
10/28/16 Firearm/Range Instructor for Handgun and Shotgun.  
02/06/19 Leadership for Police Supervisors  
02/18/19 ICS – 100 Introduction to Incident Command System  
03/07/19 ICS – 200 Incident Command for Single Resources and Initial Action Incident  
04/15/19 ICS – 700 Introduction to the National Incident Management System.  
06/20/19 IS – 800 Introduction to National Response Framework  
09/17/19 Internal Affairs Investigations; Complaint and Procedural Responsibilities  
09/30/19 Supervision - Managing Employee Performance  
10/07/19 Supervision – Managing Groups and Employees Interaction  
11/26/19 AWR-160-W-139 WMD/Terrorism Awareness for Emergency Responders  
12/15/19 Safe Response – Incident Command System  
01/19/20 SAR Line Officer Training, Version 2  
03/21/20 ICS Awareness

03/21/20	IS-520: Introduction to Continuity of Operations Planning for Pandemic Influenzas.
04/17/20	IS-240.b Leadership and Influence
05/05/20	IS-241b Decision Making and Problem Solving.
05/29/20	IS-230d Fundamentals of Emergency Management
05/30/20	IS-235c Emergency Planning
06/02/20	IS-244B Developing and Managing Volunteers
06/14/20	IS-20.20: Diversity Awareness Course 2020
06/15/20	IS-317a Introduction to Community Emergency Response Teams (CERT)
06/23/20	IS-242.B: Effective Communication
07/01/20	IS-703.B: National Incident Management System Resource Management
07/13/20	IS-288a The Role of Voluntary Agencies in Emergency Management
07/15/20	IS-706 NIMS Intrastate Mutual Aid
07/24/20	IS-0315.a: CERT and the Incident Command System
08/01/20	IS-360 Preparing for Mass Casualty Incidents, Guides for Schools, Higher Education and Houses of Worship
08/30/20	IS-362.A: Multi-Hazard Emergency Planning for Schools
08/31/20	IS-393.B: Introduction to Hazard Mitigation
09/24/20	IS-405: Overview of Mass Care/Emergency Assistance
09/28/20	IS-0368: Including People with Disabilities & Others with Access & Functional Needs in Disaster Operations
10/09/20	Internal Investigation Function.
10/28/20	IS-453: Introduction to Homeland Security Planning.
10/28/20	F.L.E.T.C. Leadership Series: Leadership During Uncertain Times webinar.
11/20/20	Budgeting for Law Enforcement Professionals
12/09/20	F.L.E.T.C. Leadership Series: Purpose, Relationships, and Trust: Leading in Your Crucible Moment.
01/13/21	F.L.E.T.C. Leadership Series: A Marshals Service Perspective.
02/24/21	F.L.E.T.C. Leadership Series: US Holocaust Memorial Museum.
03/24/21	F.L.E.T.C. Leadership Series: Leadership Challenges During the 2020 Civil Unrest in Portland, Oregon.
04/08/21	F.E.M.A. LEV2 The Right to Protest and Law Enforcement Response.
05/27/21	F.E.M.A. LEV1 Survey of Community Policing.
06/01/21	Naloxone training.
06/11/21	F.L.E.T.C. Active Shooter Threat Instructor.
06/24/21	F.L.E.T.C. Leadership Series: Leading Successfully Through Self Awareness and Ownership.
08/05/21	F.E.M.A. LEV3 Social Media Strategies for Law Enforcement.
09/14/21	F.E.M.A. LEV4 Law Enforcement Response to Recent Protest Movements: Key Findings and Lessons Learned.
09/27/21	F.E.M.A. LEV 5 Understanding Crowd Dynamics for Mitigation and De-escalation of Large-scale Events.

## RECOGNITION OF ACHIEVEMENT

07/14/01 Meritorious Service Accommodation  
07/27/01 City of Trenton Letter of Recognition  
05/01/02 Life Saving Accommodation  
07/02/04 Life Saving Accommodation  
09/21/05 Department Commendation  
05/25/08 FBI letter of recognition ref the investigation/ arrest of individuals on the "Terror Watch List".  
08/30/08 Outstanding Contributions Accommodation  
07/22/09 OCDEF Organized Crime Drug Enforcement Task Forces Asset Forfeiture Program Award recipient  
2011 & 2013 Nominated for the Federal Law Enforcement Association Group Achievement Award  
06/06/11 FBI letter of recognition for investigative assistance  
10/2011 Face-to-face video conference with DEA Administrator Michelle Leonhart in reference to the PATEL investigation  
12/2012 Nominated for the National Association of Police Organizations TOPCOP  
06/20/13 Recipient of the first ever United States Attorney's Office Eastern District of Michigan Health Care Fraud Unit Award of Appreciation  
07/10/13 Guest speaker at the National Association of Black Narcotic Agents  
10/29/13 Guest speaker at the Prescription Drug Summit  
11/19/13 Requested to speak and present at the National Health Care Anti-Fraud Association Conference (unable due to case conflicts).  
12/05/14 DEA Certificate of Appreciation (17-09-2003 Operation Checkmate – CPOT arrested)  
09/28/15 Nominated by the United States Attorney's Office for the National Attorney General's Award.  
04/11/16 Letter of Commendation – Going Above and Beyond the Course of Duty.  
12/2017 Oscar Phillips Leadership Award – GIPD Reserves.  
06/27/17 Medal of Valor award recipient.  
06/25/21 MADD Lifesavers Recognition Nomination.

## COMMUNITY INVOLVEMENT

### RESIDENT OF \_\_\_\_\_ (2003 – Present)

I moved to \_\_\_\_\_ 2003 and purchased my first home within the Township in 2008. I have two children who attend \_\_\_\_\_ Since moving to the Island my family and I have gained friends, our children have established themselves in the school system and we feel fortunate to be able to live in this unique community.

### PUBLIC SCHOOLS: (2015 – Present)

Volunteered and donated time with \_\_\_\_\_ Assisted several teachers with classroom preparation, prepared student educational materials, student tutoring, classroom dad, and playground monitor. I've also participated in the "Watch D.O.G.S. (Dads of Great Students)" Program for the past four years. In 2020 during while schools were shutdown due to Covid-19, I volunteered time to help paint the \_\_\_\_\_ I playground with the P.A.T. (Parents and Teachers) Booster Club. Spent the summer 2021 (120+ hours) striping, priming and painting the soccer post. I funded the materials used for the project.

### YOUTH WRESTLING TEAM ASSISTANT (November 2021 – Present)

Serve as a coach's helper during weekly practices. Assist with teaching the athletes the drills and skills designated by the Head Coach.

### OPERATION KATRINA: (2005)

In 2005 after Hurricane Katrina, Ofc \_\_\_\_\_ (now Chief) and myself wanted to help and assist victims of the hurricane. We devised a plan to raise funds, donations, use personal leave time and travel to Biloxi, MS to assist with the recovery. We solicited the \_\_\_\_\_ along with other community residence to volunteer with fund raising and collecting donations. In a short period of time the volunteers raised \$13,709.00, fill half of a donated Imlach Moving truck with donations and received 250 prepaid phone cards. Ofc. Hardin, myself along with a small group of volunteers traveled to Biloxi, MS to assist. We made direct donations to Biloxi community members, local churches, The American Red Cross, Habitat for Humanity and the Salvation Army.

NOTE: In 2014 I traveled back to Biloxi, MS and located locations we had visited and assisted in 2005. Most of the original homes had been torn down, rebuilt and occupied by different residents than the individuals we assisted in 2005.

### YOUTH SOCCER COACH: (2015 – 2017)

Coached youth soccer with the \_\_\_\_\_ Soccer Association for two years.

### MEMBER OF THE I \_\_\_\_\_ (2015 – Present)

Join and current equity member.



## DEPARTMENT PARTICIPATION

### RESERVE AND CADET PROGRAM: (2018 – Present)

My assignment and/or goal was to organize the Police Reserve and Cadet programs to be more efficient. I worked in collaboration with Reserve Capt. to determine what needed to be updated, organized and restructured. We conducted interviews with potential Police Reserve candidates to strengthen the programs. I also mediated Reserve Officer conflicts creating a stronger organization. I reviewed the Reserve Officer and Cadet By-Laws and authored new By-laws for both programs in 2019. Audited and updated equipment and uniforms creating a standard while staying within the units' budget. I currently supervise 8 Reserve Police Officers and 2 Cadet Officers.

I volunteer unpaid time to plan, coordinate and execute the Reserve participation for and the C.F. Rock Half Marathon details. I volunteer unpaid time for the sporting events attended by the Reserve and Cadet Programs.

### RANGE OFFICER: (2016 – Present)

DUTIES: Oversee officer safety and site safety compliance on the range. Lead officers through the MCOLES training course and create additional courses to vary training. Instruct officers with improvement techniques if needed.

### BOAT CAPTAIN:

With training acquired with my employment with the Wayne County Sheriff Departments Marine Unit, I am one of five designated Boat Captains. My duties are to patrol waterways and to mentor / educate on water geography, boater safety and marine patrol techniques.

### UNION CONTRACT NEGOTIATOR:

Union contracts (2010 and 2016)  
I represented the as part of a 3 person negotiation team. For several months we successfully worked with union members and the to create a contract both parties mutually agreed upon.

### UNION ELECTED POSITIONS:

Union Stewart 2004 – Position closed after one term  
Union Board member – (2008 – 2016)  
Union Board member – (2020 – present)

### OPEN HOUSE:

I participated in two Open Houses. I used my experience and knowledge of federal, state and local narcotic investigation along with local narcotic trends to create a narcotic display. Presenting past narcotic and monetary seizures. Provided education materials for parents and young adults.

### SPEED MONITORING AWARENESS RADAR TRAILER (S.M.A.R.T)

Volunteered to operate the S.M.A.R.T. Trailer during the spring – fall seasons. When the over 20 year old trailer presented mechanical, electrical and astatic needs, I researched cost saving repairs. I preformed many of the repairs myself saving the department money.

MICHIGAN ASSOCIATION CHIEFS OF POLICE (07/21 – Present)

Joined as a resource for updating the Departments General Orders for future accreditation. Completed policies: Reserves, Evaluations, Foot Pursuits.

October 2021

To whom it may concern,

My name is [redacted] I am a retired Assistant Special Agent in Charge (ASAC) with the [redacted] I was a police officer for several years prior to my 31 years with the [redacted] and retiring at the Executive Service level. While serving with the [redacted] I was fortunate to work with [redacted] while assigned as a Staff Coordinator in our headquarters in [redacted] Later as a Group Supervisor and as an Executive Manager in [redacted] I was able to get to know and work with [redacted] in a variety of capacities while he was assigned as a Task Force Officer (TFO). I oversaw [redacted] in an enforcement group and later in the Tactical Diversion Squad spearheading investigations into illicit opioid and pharmaceutical trafficking.

[redacted] was an outstanding TFO. He was the lead investigator in one of the largest international pharmaceutical trafficking investigations in the history of the Detroit Field Division. I could enumerate arrest, seizure statistics and accolades from Federal, State and local law enforcement entities. I could tell you about his work ethic from the time I sent leads to him as far back as 2006 with great results. This would certainly take more than a one-page recommendation.

Please allow me to give my recommendation to you pertaining to the leadership qualities I had the benefit of observing. [redacted] was always about the mission to make the best possible cases against the most egregious drug trafficking organizations and terrorists in our country and region. [redacted] worked hard, displayed leadership by example. He was often in before others and stayed late to get the task done. He was an outstanding investigator, mentor and manager. He always had this way of empowering the team around him. We all trusted [redacted] to make the most complex decisions while respecting, empowering and making all of us, including supervisors, part of the process. [redacted] never had any fear in making the tough decisions that leaders sometimes have to make. He always paid attention to details and was truthful to his team even if it was something they didn't want to hear. I observed [redacted] performance as a leader in multiple investigations. He displayed competence as a leader, mentor and decision maker. He was the first to give credit to others and more importantly, no matter how hard he worked, he made sure his colleagues, and fellow team members got home safely. You should have great confidence in promoting [redacted] to a position of executive leadership.

Sincerely,

Dear Hiring Committee,

11-12-2021

It is my pleasure to strongly recommend [redacted] for the next Chief of Police for Grosse Ile Township.

My name is [redacted] I am currently a Lieutenant with the [redacted] I have over 23 years of police experience, working for [redacted] for just over 21 of those years. During my time with [redacted] I worked as a Patrol Officer, Sergeant, Administrative Lieutenant and most recently as a Lieutenant overseeing the patrol division. While working for [redacted] was also assigned to the [redacted] for an 18-month span.

I have worked for and alongside hundreds of law enforcement professionals during my career. [redacted] stands out as one of the finest persons I have had the pleasure to work with. I first worked with him during my stint with the [redacted] drug diversion unit. Being that I was from a neighboring agency, [redacted] sought me out and took it upon himself to help train and mentor me. At the time I knew nothing about drug diversion. [redacted] displayed a number of good qualities but the single characteristic that stood out most to me was his passion for the job. He was so dedicated and tried his best to get everyone around him to care as much about the job as he did. He made it a fun work atmosphere and challenged his team members in the diversion unit. [redacted] also possesses great leadership and communication skills. [redacted] also put together and prosecuted the single biggest diversion case out of the Detroit office at that time.

Both [redacted] and myself had to leave [redacted] to pursue promotions within our respective police departments. We were both successful moving into leadership roles. [redacted] most recently acted as an Interim Chief of Police for [redacted] during a Covid-19 crisis. [redacted] and I still communicate regularly, often times seeking professional advice from one another. I am still impressed with how much he cares about his job and the community he serves. As you know he is not only an employee but also a resident of [redacted] I believe, if given the chance, [redacted] would serve the Township of [redacted] well in the capacity of Chief of Police.

If you need any more information or specific examples, please do not hesitate to call me at [redacted] or email me at [redacted]

Sincerely,

November 5, 2021

To Whom It May Concern,

My name is [redacted] I am an Intelligence Analyst (DI) at the [redacted] working illicit prescription drug cases for 14 years and was previously a [redacted] immediately prior to my current position. While a DI, I was the case agent for an internet pharmacy drug trafficking organization (DTO) investigation initiated in my office in [redacted]; that eventually spanned the globe. The main target was and continues to be the subject of much media attention due to his multiple criminal endeavors to include illicit pharmaceutical sales, which later financed cocaine and meth trafficking, arms trafficking, and murder. The case was highly technical and complex due to its internet footprint and wide reach. The case necessarily involved [redacted] personnel and resources around the country and the world.

One key component of the internet DTO was its financial merchant account processing, which we discovered involved a pharmacist located in [redacted]. As with other players in the organization, the information was presented to the [redacted] Task Force Officer (TFO) [redacted] a member of which was [redacted] as a target of the investigation was located there and could potentially provide additional information regarding the organization as a whole. Unlike other offices, who had dismissed the case as too complex or remote, the TDS group and [redacted] specifically, accepted the challenge and worked the investigation to the fullest extent, producing one of the largest Diversion cases that [redacted] has seen against the pharmacist and his associates in [redacted]. At the same time, [redacted] investigation was able to capture vital communications evidence via wire intercepts that was then passed to [redacted] and allowed the further exploitation of the elusive communications network of the organization, and eventually the DTO target himself.

My experience with [redacted] was that he was given key information and an explanation of the importance of the local target to the larger investigation, exploited the information, and used it to direct a successful independent investigation and prosecution of that target and multiple co-conspirators. He was able to coordinate his own investigative efforts by building and expanding a large investigative team comprised of multiple different agencies while simultaneously gleaning and providing Minneapolis with additional evidence regarding top level DTO associates. I believe that [redacted], dedication, organization, drive, leadership, planning, ingenuity, and tenacity allowed him and achieve the goals both the Minneapolis office had set, as well as his own. He was successful where others presented with the same information were not because of his critical thinking, ability to see a larger picture and goals beyond his own, and his selflessness in working a case others had not believed in.

I believe that the eventual successful prosecution of an international drug trafficking organization and its infamous leader, would no doubt not have occurred but for people like [redacted], willing to work both as a team member and leader, toward a common goal. I would gladly work with or for [redacted] on any investigation, knowing that he is someone with excellent judgement that I can look to as a role model.

Thank you,

November 19, 2021

Dear Hiring Panel,

It is my pleasure to strongly recommend [redacted] for the position of Chief of Police for the Grosse Ile Police Department.

I am [redacted] a Special Agent with the [redacted] I have over 16 years of experience working as an investigator with the [redacted] and have worked with many police officers assigned to the [redacted] as Task Force Officers. [redacted] is one Task Force Officer I have worked with who uniquely stands out.

During our time together, [redacted] displayed great talents in overseeing large scale, complex, federal drug investigations with international ties. [redacted] worked tirelessly and with the utmost dedication to ensure that all operations were completed successfully. This often involved him coming in early and staying late. I [redacted] managed many other Task Force Officers who were assigned to assist with these investigations. He has an outstanding talent in being able to lead and motivate officers to work well together as a team. He made critical decisions to ensure enforcement operations were well planned, and executed safely. [redacted] always completed administrative tasks and reports on time with little or no correction needed. This included writing very lengthy, detailed, and comprehensive affidavits. He showed great professionalism when working daily with Assistant United States Attorneys. [redacted] oral communication when testifying in numerous federal trials and grand jury proceedings was outstanding. He routinely prepared and presented logical, detailed, and well-organized briefings.

I worked directly with [redacted] during several investigations. His positive attitude and willingness to take on any task motivated myself and others to work at an even higher level. I witnessed him seek out the mentorship of new Task Force Officers to make sure they were comfortable, and knew how to operate as part of the team. [redacted] unique ability to make others laugh, and to create a relaxed environment was extremely important when working on operations involving high levels of stress.

All of [redacted] abilities shined when investigating a large-scale drug trafficking organization that committed health care fraud to extreme levels and diverted thousands of pharmaceutical controlled substances. The investigation involved the simultaneous execution of over 30 federal search warrants, the arrests of over 26 individuals – many of them doctors and pharmacists, and the seizure of millions of dollars from numerous bank accounts. This investigation would not have been possible without tireless work ethic and commitment to excellence.

If you need more information or specific examples, please do not hesitate to contact me at [redacted], or by email at [redacted]. As a recommendation letter likely only provides a snapshot of his talents and achievements, I would be happy to further elaborate on my time working with him.

Sincerely,

Special Agent

tactical Diversion Squad

November 19, 2021

To Whom it May Concern:

I have known \_\_\_\_\_ since 2017 when I first started working for \_\_\_\_\_ in the office of the lower elementary school. Initially he would volunteer in our school district through the Watch DOGS (Dads of Great Students) Program. This program invites father's (and father figures) of students to come to the school and volunteer on a scheduled day. \_\_\_\_\_ enjoyed the program so much that one day he asked me if he could come in and volunteer at other times as well. I informed him that he would need to speak to his child's teacher to see what kind of volunteer opportunities they had in the classroom. He quickly corrected me that he didn't only want to volunteer in his child's classroom. With his schedule he had some time on his hands and wondered if there was anything else that he could be doing in the school to help out – not only with his child's classroom - but with other teachers and classrooms. I knew that \_\_\_\_\_ was an officer on our Police Force, and knew that our teachers would gladly welcome his assistance in the classroom, or with other projects that needed to be done, so I happily accepted his offer. \_\_\_\_\_ would come in several times a week for a few hours and help wherever he was needed. Sometimes it was just making copies or cutting shapes out for the teachers to prepare for their lessons, and other times he was asked to work with small groups of students. It was always a pleasure to have \_\_\_\_\_ in the building, and our teachers were grateful to have the extra help.

As a person, \_\_\_\_\_ has always been kind, respectful, caring and extremely helpful. His demeanor in the building with our students and staff was always easygoing. He is a dedicated person, and father, and will do well in whatever position comes his way.

Warmest regards,