

Executive Summary Police Commission Recommendation of Ken Pelland for Chief of Police

On February 1, 2021 the full Police Commission conducted interviews with Deputy Chief, Brent Hardin and Lieutenant, Ken Pelland for the position of Grosse Ile Township Chief of Police. These interviews were rigorous, lasting approximately 2 hours each and covered many aspects of leadership/job-requirements, including but not limited to, overall experience, past accomplishments, vision for the future, operating philosophies and strategies to address today's as well as anticipated future challenges. Based on the content of these interviews, letters of recommendation and knowledge of past performance, pursuant to Chapter 67, Article I of General Commission Guidelines section 67-10 D, the Police Commission (Commission) unanimously recommends Ken Pelland to the Grosse Ile Township Board (Board) for promotion to the position of Grosse Ile Township Chief of Police.

Both candidates demonstrated adequate experience and training to be qualified for consideration of the position. It was recognized that Deputy Chief Hardin having served in the mostly administrative role of Deputy Chief for approximately two years, could possibly make him an easier choice for the short-run; however, when it came to the leadership qualities needed to continuously improve service levels and effectiveness in a cost cutting environment while achieving high employee morale for the long-term, Lieutenant Pelland (Ken) surpassed Deputy Hardin (Brent) in most, if not all meaningful measures.

Please see all the materials included in the Board's meeting portal for a more comprehensive view of the candidates as submitted and outlined in their resumes'. Following are specific areas that the Commission felt were most relevant:

Background

- ❖ Both candidates have considerable experience in law enforcement. Brent with 26 years and Ken with 31 years. Brent had worked under Ken for over 20 years and Ken has worked under Brent for the past two.
- ❖ Approximately 2 years ago Brent was promoted from Detective Sergeant to Deputy Chief after the Commission had previously selected Ken for the role which he turned down due to personal reasons. It should also be noted that Brent had also turned down an earlier promotion from Sergeant to Lieutenant due to personal reasons. Neither of these situations were viewed as negatives by the Commission.

Leadership/Performance

- ❖ Brent specifically mentioned:
 - His role as a captain and training director of the Riverview Fire Department
 - Brent provided insights as to how he worked with Mark Warnick to improve the deer cull program
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- Discussed how his extensive training of which he paid 60% of has well qualified him for the Chief position
 - Brent spent time discussing his practice for providing specialized training for individuals based on their interests verses departmental need
 - Brent presented few specific ideas that would bring meaningful change to the department from the status quo to the department
 - Brent supplied us with a number of letters citing his performance with the most recent one from 2006 for the most part recognizing good/excellent performance as a patrol officer. The absence of more current recommendation(s) for his performance in a leadership position was somewhat concerning.
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❖ Ken provided many examples of his leadership:

- He served as the Project Director for both the traffic and underage drinking multi-agency enforcement grants which helped shape both enforcement programs and ultimately saved lives not only Downriver but across the state as well. This was confirmed in his recommendation letter from Dianne Perukel of the Federal Youth Tobacco section of Michigan Department of Health & Human Services
 - Team Commander of the Downriver Mutual Aid Crisis Negotiation Team. He was recognized and received a lifesaving reward when he brought a barricaded suicidal gunman event to a peaceful resolution. Ken was elevated to Team Commander of this group over other more senior negotiators. Confirmed by Christopher Egan, former Director of the program and current Allen Park Chief of Police
 - Former Chief of Police, Joe Porcarelli recognized him for his talent, leadership and devotion listing numerous contributions of which many we discussed:
 - Helped create sobriety court program
 - Grant writing
 - Created and taught a highly effective Dare program
 - Organized all Police Dept. open houses
 - ALICE Instructor / active shoot program for Schools and businesses
 - His leadership qualities related to school relationships and relevant programs were further recognized by School Board member Suzanne Sassack and School Superintendent Joanne Lelekatch. Joanne specifically cited Ken for his leadership related to the Active Shooter training program where “his insistence in involving the churches and businesses is an example of how we all need to work together to continue to make Grosse Ile the safest community in the state.”
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Joe concluded his recommendation of Ken by stating “for the reasons above (see his recommendation for full list), “he is head and shoulders above all others to become the next chief of police for Grosse Ile Township”

- Ken advised that the department would benefit from far better communication from top to bottom. He would make a real effort to make sure all employees were informed about critical objectives as well as values on a routine basis.

He went on to explain that he would reduce dependence/risk that the department faces related to having in some instances only one person trained on critical systems and/or processes by making sure at least two persons were trained on each.

- ❖ Question Regarding the deterioration of the Relationship with the Schools and what role they played in it.
 - Brent for the most part excepted little or no responsibility in the matter either blaming Mark Warnick or Ken Pelland for the poor relationship. He did advise that in the past week he had reached out to the various School administrators in an effort to rebuild a relationship – seemed he knew the question was coming and made an awkward effort to reach out.
 - Ken replied providing three specific examples and how he would have handled each instance differently and would have achieved much better outcomes. The Commission agreed with Ken's explanations.
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Topic of Managing Forward in a Cost/Budget Challenged Environment

- ❖ Brent mentioned he had developed the budget for the past two years and managed under it for the same period.
 - He would develop a 3-year financial plan but didn't expand on many memorable items that he would address specifically but would focus on discretionary areas

 - ❖ Ken mentioned he would develop a 5-year financial plan and would specifically look at pension credit factors, consider moving some full-time dispatcher positions to part-time.
 - He explained his 22-years of contract negotiations representing the Union, positions him well to assist management in this area. He offered an example during a non-contract year (2009?) he was asked to assist the Township with a task of reducing medical cost along with representatives from the Fire Department and DPW and they collectively got their members to agree to ~ \$100k reduction in cost to the Township.
 - He would continue to aggressively pursue grants of which the Department, as a direct result of his self-initiated efforts, has been awarded more than \$500k with the most recent one in the last couple months being a 2021 F-150 (~\$40K) through Home Land Security – potentially reducing our need to replace a vehicle from budget.
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The Commission concluded that Ken is a true asset to our community and would make a great Chief of Police.

On behalf of the entire Police Commission:

Mike Jurecki
