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November 21, 2021

Derek Thiel

9601 Groh Road

Grosse Ile, MI 48138

Dear Mr. Thiel

I'm excited to be writing you regarding the Township of Grosse Ile's police chief position. As the current director of public safety for _____, and former chief of police for the _____, I have experience policing several communities of similar size, budget, and department size.

I am aware that the Police Department is under some unique challenges and needs a leader who has experience dealing with those challenges. I am aware that the current interim chief will be retiring, that there is not a current deputy chief and that the current confidential secretary will be retiring. I have faced similar challenges in _____ and at _____. I am aware that an outside hire comes with challenges and one can never replace institutional knowledge or have relationships within the community, that only time and experience have built; however, I have done this in a very short timeframe as an outside hire at _____.

Today's law enforcement administrators must be accountable, accessible, transparent, and trustworthy. I have subscribed to all of these philosophies and have built a great deal of trust within the communities I have served. I have built this trust by adhering to and embracing community policing.

I have experience reviewing, editing, or creating new policies and procedures in my current position, as well as my experience in _____, which have provided roadmaps for our personnel to succeed and has moved both agencies towards best practices. These policies help our personnel by giving them the latest best practices for our profession and moves them towards our common goal of achieving our mission, vision and values for our community partners.

I wrote a 5 year plan and part of that plan included a technology replacement program. I have been able to replace outdated in-car cameras, in-car computers, tasers, radars, vehicles, and enhanced our body-worn camera system. I worked along side our City Administrator and we were able to secure grants to cover most of those improvements.

Over my 25 year career, I have had many opportunities to use crisis management, incident command and my investigational knowledge. I have had an opportunity to manage on several levels: I was promoted to road Sergeant in 2010 and was in charge of many shifts and personnel; in 2012 I was promoted to Lieutenant and was in charge of an entire shift; in 2016 I was the Lieutenant in charge of the detective bureau; also in 2016, I was promoted to Chief of the Police, all while employed by the _____. I retired from _____ in February of this year and took a job as the director of public safety with _____. I have over 10 years of progressively responsible supervisory experience.

I have a master's degree in emergency management and homeland security and I have been to two highly regarded leadership schools: Eastern Michigan's School of Police Staff and Command and the FBI National Academy.

My resume is enclosed, and will provide you further insight into my skill sets, accomplishments, and experience. I look forward to discussing my application with you further. I appreciate your time and consideration.

Sincerely,

Summary

I am veteran law enforcement professional with over 25 years of experience. I am experienced in emergency management, investigations, and incident command situations. Personable leader who comfortably interacts with people from diverse cultures and backgrounds. Resourceful and creative problem solver with experience dealing with community groups, community leaders and other shareholders/stakeholders.

Experience

Director of Public Safety March 2021

- Alcohol and Other Drugs Committee Member; Criminal Justice Board Member; Campus Climate Committee Member; SARS Cov19 Management Committee Member; Coordinated Community Response Team Member; Diversity and Inclusion Plan Member; Michigan Public Safety Interoperability Board Member; Criminal Justice Board Member.

- Chief of Police * August 2016-February 2021
- Chairperson Downriver Narcotics: Safety Team Committee Member; Michigan Public Safety Communications Interoperability Board Member; Baker College-Criminal Justice Advisory Board Member.
- Detective Lieutenant January 2016-August 2016
- Basic Detective School; Reid Interview/Interrogation School; Employee Applicant Background School; Color of Law; Evidence Management; Mental First Aid.
- Patrol Lieutenant May 2012-December 2015
- K9 Administrator; President Sergeants/Lieutenants Union; Unified Command; NIMS 100, 200, 300, 400, 700, and 800; Grants and Resources.
- Road Patrol Sergeant May 2010-April 2012
- Basic Supervisor School; Union Representative.
- Patrol/K-9 Officer October 1997-April 2010
- Field Training Officer; Vehicle Maintenance; Radar/Laser; Breathalyzer; Union Representative.

*Chief of police responsibilities include performing such duties as prescribed by law, the city charter, city ordinances, training for all members of the department, negotiating and managing a budget, directing all public relations, issuance of all orders and ensure the rules and regulations of the police department are being followed. The Chief of Police shall also be responsible for coordinating the police department's affairs with the Mayor, Council, and Public Safety Commission.

- Public Safety Officer (Police and Fire)* December 1995-September 1997

*Public Safety Officers responsibilities include maintaining peace and order, preserve and protect life and property, enforce criminal law and motor vehicle code, respond to emergencies and calls for service, interpret and review facts, write reports, arrest offenders, book and process prisoners, testify in court proceedings, and provide fire services as needed.

Education

Eastern Michigan University

Ypsilanti, MI

- December 2015
 ▪ Master of Science: Emergency Management
- Adrian, MI
 Siena Heights University
- August 2014
 ▪ Bachelor of Applied Science: Public Safety Administration
- Livonia, MI
 Schoolcraft College
- Summer 1995
 ▪ Associates Degree: Criminal Justice

Professional Development

- June 2018
 ▪ Federal Bureau of Investigation National Academy (Quantico, VA)
- October 2013
 ▪ Eastern Michigan University School of Police Staff and Command (Ypsilanti, MI)

Certifications

- 1995
 ▪ Michigan Commission on Law Enforcement Standards (MCOLES)
- 1996
 ▪ Michigan Fire Fighters Training Council: Fire Fighter I and II

Professional References

Superintendent

Assistant Fire Chief

Public Safety Commissioner

Police Chief