

-----Original Message-----

From: Mike Jurecki <MJurecki@grosseile.com>

To: James Budny <jbudny@grosseile.com>

Cc: James Budny <jbudny@grosseile.com>; David Nadeau <drncpc@gmail.com>; Joe Porcarelli <joeporcarelli@grosseile.com>; Jamison Yager <JYager@grosseile.com>; Ute O'Connor <uoconnor@grosseile.com>; Derek Thiel <derekt@grosseile.com>; Bryan Friel <bryanf@grosseile.com>; muddycuddy@yahoo.com <muddycuddy@yahoo.com>; Scott Longton <attorney.sjlongton@gmail.com>; Erik Ranka <eranka@camacolc.com>; Jeff Hubbard <jhubbard717@yahoo.com>; zelaskorobert@yahoo.com <zelaskorobert@yahoo.com>; Mark Lane <markklane@gmail.com>; miag@michigan.gov <miag@michigan.gov>; ssassack@yahoo.com <ssassack@yahoo.com>; jrsabat@comcast.net <jrsabat@comcast.net>; gwilliamheil@gmail.com <gwilliamheil@gmail.com>; kathyachtamigo@yahoo.com <kathyachtamigo@yahoo.com>; Kevin Flavin <kflavin77@yahoo.com>; Greg Karmazin; Carl Bloetscher <cbloetscher@grosseile.com>

Sent: Thu, Dec 9, 2021 9:21 am

Subject: Fwd: Interviews

Mr. Jim Budny - Grosse Ile Township Supervisor,

As per your note below, I am glad to hear we are having a study session to discuss the process to hire the next Police Chief as I'm very concerned that the interview process that you are attempting to implement (essentially removing the Police Commission from the interview process) in your note below, is unreasonable, violates Township ordinance 67-10, and is not in the best long-term interest of our community or our school children, and is unnecessarily putting our Township at significant risk.

As a reminder, Article I. 67-10 (67-10) of the Township's specifically states : " The Police Commission is delegated the authority to hire personnel for available positions within the organizational structure of the The Township's Police Department; provided, however, that the appointment above the rank of sergeant shall be done by the Township Board after recommendation thereon has been received by the Township Board from the Police Commission with respect to such appointment or promotion."

It is my understanding that the interpretation of 67-10, both in words, spirit and practice for Grosse Ile Township for the past ~ 50 years, has been for the PC to have full access to resumes & relevant materials of all candidates and interviews etc.

To see the most recent example of how this process has worked remarkably well we need to look no further than the last Police Chief, Joseph Porcarelli who was hired through this process. During his tenure, the Township achieved the status of being the safest municipality in the State with a population of 10k or more for 9 of the 10 years he served as Chief. Right before Chief Porcarelli retired, the Police department was well on its way (work done -needed to pass audits) of obtaining what are believed by many professionals to be the most valued accreditations at the State (Police Chief Association of MI) and National (CALEA often referred to as the "Gold Standard) levels as they are known to reduce legal risk and best practices when their procedures are implemented and followed.

Conversely, the one time the Township departed from this process after Joe retired, the efforts to obtain the aforementioned accreditations were immediately dropped. We now find our Township 3rd or 7th safest municipality in the State, depending upon what poll you follow, the PD's relationship with our Schools has significantly deteriorated (which puts our school children at risk), and, I'm told by many, that morale at the department is at an all time low.

Maybe Jim, it's not such a great idea to deviate from the historical interpretation and process the Township has successfully practiced relative to 67-10?

As to your accusation or rationale for removing the PC from the interview process for the next Chief of Police is because of a "perceived bias shown by the Commission" (again, in your note below) I will say that you are 1/2 right.

Let me explain. What I believe is, this community is very fortunate to have an extremely qualified and talented PC (like most of our Commissions) with many years of experience identifying and hiring great leaders and they volunteer their precious time to help us do the same. They consist of persons with about a 100 years of experience of successfully hiring leaders. If they didn't, they would never have achieved the success that they have.

The PC includes two persons with many years of CEO's experience, a Vice President of Business Development for a major OEM supplier, a former Plant Manager for Ford and a very accomplished Attorney and yes, they are all biased to selecting leaders with: 1) great performance records and experience; 2) proven accomplishment; and 3) adherence to values like the ones you and I campaigned on — "Integrity" — "Community" acting in the best long-term interest of the community — "Excellence" having a passion for continuous improvement and a can do attitude — and "Team" — treating everyone with respect and fairly.

As it relates to your accusation of the PC having a "perceived bias shown by the Commission" toward one applicant, Lt. Ken Pelland, I believe it is groundless, and that the history of your actions to prevent the PC from presenting its recommendation to the Board summarized below demonstrate that you most likely have a strong bias against Lt. Pelland.

To make it easy for you to recall some of the qualities that the PC based their unanimous decision to recommend Lt. Pelland for Police Chief back in our February, and again in our October meetings, I've attached his resume and written recommendations.

History

In January of this year following the retirement of Mark Warnick, yourself, Paul Anderson and I met to discuss a proposal you had to promote Deputy Chief Brent Hardin and Lt. Ken Pelland to Police Chief and Deputy Chief respectively. Both Paul and I insisted upon following the 67-10 process where the Police Commission (PC) has successfully for past ~ 50 years using interviews, references, past performance and all information available to them to select a candidate for recommendation to the Board.

Within about two weeks following the January meeting mentioned above and after following the 67-10 process which included rigorous interviews, reviews of performance recommendations and more from both candidates the Police Commission (PC) attempted to present their recommendation for Police Chief to the Board and you did not allow it as suddenly you said we had a budget issue and we needed to wait until the budget was complete (late March).

Curiously, following budget approval (April time frame) which unsurprisingly didn't eliminate the Police Chief position, we asked again to present our recommendation to the Board and you said we couldn't because Lt. Pelland could be involved in a criminal investigation that many professionals believed had a very questionable origin or justification (a waste of taxpayers money + resource) and ended up with no criminal wrongdoings found.

It is important to note, the investigation was handled by the State Police, initiated by our Deputy Chief/ Acting Chief Hardin who was in competition with the PC's recommended candidate and lost. Toward the end of the Criminal Investigation, a grievance/complaint was launch against Deputy Chief/ Acting Chief Hardin (DCAC Hardin) by a patrol officer who was a suspect in the investigation regarding DCAC Hardin's involvement in the criminal investigation. The PC adjudicated the matter and ruled in favor of the Police Officer. Following this outcome Deputy Chief/ Acting Chief announced he was going to retire on December 3rd.

At the October 19th PC meeting, when it was known that DCAC was retiring and Lt. Pelland was currently hospitalized but recovering from Covid in an open televised meeting with a good amount of public participation, the PC took a fresh look at what they should do regarding the open Police Chief position. It was unanimously agreed to recommend Lt. Pelland for the position based on his outstanding qualifications and a rapid recovery/rehabilitation communicated to his family by the medical staff caring for him which is very close to coming to fruition with Lt. Pelland now at home with a goal of returning to work in January.

Again, before the PC could present their recommendation for Police Chief along with the justification for it to the Board, Trustee Bloetscher acknowledged the results of the PC's October 19th open meeting and at the November Board meeting he recommended a vote to open the position up for other applicants which he, Supervisory Budny, Clerk O'Connor and Treasurer Nadeau voted for and Trustees Jurecki, Porcarelli, and Yager voted against.

Conclusions

Although the PC has been denied an opportunity for what I believe to be politically motivated reasons to present their recommendation to the Board for Police Chief replacing Chief Warwick that retired in December of 2020, we stand ready to do our job and fairly and unbiasedly review all relevant information and interview the candidates who have applied for this position in accordance with Letter, Spirit and Practice of 67-10.

Moreover, I am 100% confident that if a candidate proves more qualified to serve our community than the high bar set by our current recommended candidate (see attached resume + refs), I am certain this will be reflected in PC vote in their recommendation at the conclusion of the process.

Finally, not to allow the PC to carry out this function with full access to the candidates for interviews and relevant materials is a slap in the face to the members of the PC and more importantly, the Citizens of Grosse Ile that depend on this Commission and all Commissions for Citizen over-site.

Address other Misnomers presented in your note below

" I did not want this to become politicized again like the previous police chief recommendation and process was"

Wrong — you made it political the second you overreached and decided you were going to circumvent the PC

Furthermore, your interference with the process by trying to persuade the interview group that they would be doing something wrong is unconscionable.

Wrong — another example of poor leadership on your part when you persuade them to think they are doing the “right thing” by circumventing 67-10 in letter, spirit, and successful practice for ~ the past 50 years — I know some of them resisted you by supporting the study session and I’m proud of them for doing so.

As to your arguments on (67-10) there is Nothing in that section that says the Commission will do interviews.

You should know better — the written word assumes this and the 50 year practice pretty much validates the spirit and intent of the written words.

As to your argument that the group doing interviews will be in violation of the OMA, there is nothing in the OMA that applies to that interview group, so there can't be a violation.

I’ve been advised differently, in addition to all the other deprivations you are causing our community covered in the aforementioned, your proposed process in non-public interviews by managers under your influence, you are essentially depriving the citizens of this great community public access to the interviews conducted by citizen of the one person (police chief) who has the responsibility to keep our community safe, protect our children from drugs and much, much worse. Do you really think that your actions, past and proposed, regarding this matter, are in the long term best interest of our community?

Answer — No

Mike Jurecki

Trustee, Police Commission Liaison

P.S. In the spirit of transparency and saving costs for the Township (avoid FOIA work) and constituents who have shown interest in this important issue/topic in the past, I have cc'd a number of them as well as others that might assist in adding clarity to what I/many believe to be misguided assertions/ideas in your note below ...

Sent from my iPad

Begin forwarded message:

From: James Budny <jbudny@grosseile.com>

Date: December 2, 2021 at 8:48:02 AM EST

To: Mike Jurecki <MJurecki@grosseile.com>

Cc: James Budny <jbudny@grosseile.com>

Subject: RE: Interviews

Mike,

I did not want this to become politicized again like the previous police chief recommendation and process was.

So at this time we will proceed with Derek's group doing the vetting and interviews and bringing a candidate recommendation to the Commission for their recommendation on that candidate and then they will bring that recommendation to the Board.

This is being done this way because of the perceived bias shown by the Commission in favor of one of the applicants in this package and the comments by the commission towards external candidates.

Furthermore, your interference with the process by trying to persuade the interview group that they would be doing something wrong is unconscionable.

As to your arguments on (67-10) there is Nothing in that section that says the Commission will do interviews. They are to make a recommendation, that is all and they will be able to do that.

As to your argument that the group doing interviews will be in violation of the OMA, there is nothing in the OMA that applies to that interview group, so there can't be a violation.

I'm sorry you disagree with this, but we can discuss it at the study session.

Jim

Lt. Kenneth Pelland

As the senior officer of the Grosse Ile Police Department, with 28 ½ years of service, I have dedicated my entire career to enhancing operations with new concepts and self-initiated programs that have improved the lives of Island residents. Unparalleled in my contributions to the department, below are a few of these undertakings;

1. Professional Development: With an eagerness to learn department operations, I have been involved in almost every facet of the department, including;
 - a. Road Patrol; received numerous MADD and meritorious service awards; patrolled at 3 different ranks
 - b. Criminal Investigations; 19-year assignment in the detective bureau
 - c. Hiring Personnel; responsible for recruiting, background investigations and selection process
 - d. Internal Investigations; citizen complaints, violations of policy or procedure and performance recognition
 - e. Administration of Forfeiture; state forfeiture reporting, adjudication process and repeat offender cases
 - f. Local Ordinances; drafted two local ordinances; Narcotic Paraphernalia and Loitering
 - g. Policy & Procedure; researched and implemented multiple department policies and procedures
 - h. Finance; managed multiple grant budgets, familiar with payroll and budget process, and expenditures
 - i. Training; Staff & Command Executive Leadership and other courses applicable to Grosse Ile

2. Grant Writer: I brought the concept of enriching the Grosse Ile Police Department with funding from outside resources in the mid-1990's with the acquisition of equipment to improve traffic enforcement and community policing programs. I have acquired more than \$500,000 in grants funds that has provided the following;
 - a. A Pursuit Center Console Police Boat with emergency equipment
 - b. A Ford F150 Utility Pick-up truck with tow package and emergency equipment
 - c. Thousands of overtime hours for marine patrols, training and specialized enforcement
 - d. In-Car Video Recording Systems
 - e. Bulletproof Vests
 - f. Preliminary Breath Testing instruments
 - g. Digital Cameras
 - h. Community Policing Supplies
 - i. Gun Locks for Gun Safety Project
 - ii. Medicine Drop-Box for Safe Disposal of Unused Medicine Program
 - iii. Vince & Larry Costumes for Safety Town Program
 - iv. Car Seats and Bicycle Helmets for traffic safety programs
 - i. A Ford F150 pick-up truck was received just last week.
 - j. Approval for the purchase of (4) infrared night vision monoculars is pending.
 - k. Assisted the Grosse Ile Fire Department with a successful grant application for COVID equipment in 2020.

3. CNT Commander: As commander of the Downriver Mutual Aid Hostage Negotiation Team, I lead a group of 14 hostage negotiators that are comprised of officers from several law enforcement agencies. It is my responsibility to manage critical incidents involving barricaded gunman and suicidal subjects; ensure that proper training is maintained; equipment is operational and meets the needs of the communities we serve; and compile monthly reports for the DRMA Chairman. Since taking command of the Hostage Negotiation Team I have improved operations through the following;
 - a. Updated equipment; purchase of CNT Commander II System, digital voice recorders & bullhorn
 - b. Structured monthly training program with emphasis on active listening skills, crisis scenarios & equipment familiarization. Developed the first Standard Operating Procedures Manuel.
 - c. Five hostage negotiators were added to the team following a detailed vetting process

4. Project Director: It was necessary for the Grosse Ile Police Department to become the lead agency in a multi-jurisdictional task force in order to secure funds for traffic safety programs. I ultimately developed two separate task force groups that consisted of more than a dozen agencies each.
 - a. The Safe Communities Task Force focused on impaired driving, distracted driving and seat belt use with a budget in excess of \$300,000.
 - b. The Party Patrol Task Force started as a pilot program that matured into a statewide campaign that lasted for more than a decade. The project focused on education and enforcement to deter underage drinking. The effort also concentrated on retail establishments providing alcohol to minors.
 - c. In addition to managing the budgets, training and reporting of these task force operations, I was responsible for developing press conferences and media events for Wayne County.
 - d. My work as a Project Director earned an award from the Office of Highway Safety Planning and a trip to the Lifesaver's Conference in Atlanta, Georgia. It also created an opportunity for me to work part-time as a Law Enforcement Liaison to oversee grants in Wayne, Oakland, Macomb and Monroe Counties.
 - e. I was also the coordinator for a Tobacco Compliance Checks program under the Southeast Michigan Community Alliance (SEMCA) and oversaw the activities of all Out-Wayne County agencies.
5. Union Representative: A vast amount of operational experience and knowledge was garnered as an elected union representative of the Grosse Ile Police Officer's Association. The 22-years I had in the position provided the opportunity to learn about internal procedures and strategies, including;
 - a. Contract Negotiations; Identifying the needs and wants of the Township and employees; learning to compromise in the best interest of the Department; negotiated last 5 collective bargaining agreements.
 - b. Grievance Procedures; hands-on experience with internal investigations and the discipline process.
 - c. Retirement; attended several Michigan Employees Retirement System (MERS) training conferences to gain an understanding on our retirement system. The Township just went below 60% funding in our pension program and my training provides possible solutions to this problem.
 - d. Worked with the Township to develop and adapt an employee health care program that saved the Township more than \$100,000 in the first year of implementation. This was accomplished in a non-contract year and the plan needed approval of union membership, which was not easy.
6. Community Policing: As the department's first and only designated community policing officer, I was responsible for instituting and maintaining community policing programs;
 - a. DARE Officer for more than 20 years and reaching over 3500 students.
 - b. Coordinated police department Open Houses, bicycle rodeos and car seat inspection programs.
 - c. School Resource Officer responsible for emergency drills, active shooter protocols, Crisis Response Team, assemblies and classroom presentations, Safe Schools reporting and community events.
 - d. First assigned Public Information Officer responsible for media relations.
 - e. Maintain the department's Social Media account.
 - f. Managed Island Fest activities in 2019.

My professional accomplishments have all directly benefited the Grosse Ile Police Department and the community as a whole. My reputation is built on four core principals; **Integrity, Transparency, Communication and Dedication.**



Lt. Kenneth Pelland

Lt. Kenneth Pelland

OBJECTIVE

The training and experience that I have garnered over my 31 years in the law enforcement profession has enabled me to develop a strong reputation and working relationship with members of the Grosse Ile Police Department and a multitude of other agencies. I intend to use what I have learned and developed to successfully further the mission of the Grosse Ile Police Department.

EDUCATION

- Associated Degree, Criminal Justice Henry Ford Community College
- Wayne County Regional Police Academy-1992 Graduated 3rd in the class
- Eastern Michigan University Executive Leadership School of Staff & Command; 99.2% GPA

LEADERSHIP

- Commander of the Downriver Mutual Aid Crisis-Hostage Negotiations Team; responsible for training and managing team of 14 Hostage Negotiators; certified by the FBI as a Hostage Negotiator; successfully negotiating suicidal and barricaded gunman situations to a safe resolution; Received Life Saving Award for role as primary negotiator. Developed the Standard Operating Procedures for the specialized unit.
- Elected union representative for more than 22 years, responsible for contract negotiations, grievance proceedings and working with management and Township officials on labor issues.
- Selected by the judges as the first law enforcement representative for the 33rd District Court Sobriety Court program, providing input regarding sobriety court candidates and policy. Attended a 1-week training program in Athens, Georgia and served on the panel for 7 years.
- Coordinated several multi-jurisdictional task force operations that developed the skills necessary to work with officers from local, county, state and federal agencies that included taking a leadership role amongst senior officers.
- Chairman of the Wayne County Traffic Safety Committee for more than 10 years.
- President of Stepping Stones Therapeutic Horseback Riding, a local non-profit that assists children with disabilities for more than 10 years. Responsible for managing volunteers, instructors and fundraising events.
- Merit Badge Counselor and Parent Committee member for Boy Scout Troop 1721 since 2012.

COMMUNICATION & COMMUNITY POLICING

- Serving as the department's public information officer; responsible for writing articles, press releases and organizing media events. Attended various training courses on working with the media and conducting interviews.
- School resource officer responsible for communications with all of the schools, planning and coordinating emergency drills, assemblies and classroom presentations, K9 searches, member of the School Crisis Team, D.A.R.E. Instructor with more than 3500 graduates.

- Coordinated department Open Houses, assisted with the development of the Explorer/Cadet Program, and responsible for our community outreach programs.
- Guest columnist for Ford Motor Company.
- Manage social media for the police department.

GRANT WRITING

- Successfully obtained several grants that have benefited the Grosse Ile Police Department and other Downriver communities, including those that aided in the purchase of our patrol boat, two patrol vehicles, in-car video camera systems, bulletproof vests and preliminary breath testing instruments. Managed grants that added additional patrols for homeland security, marine patrols, impaired driving and under-age drinking enforcement. Responsible for managing multiple budgets and ensuring the proper expenditures are made. Responsible for bringing in excess of \$500,000 in funding to the Grosse Ile Police Department.
- Grant writing skills earned a consulting position with the Office of Highway Safety Planning that required monitoring grants in Wayne, Oakland, Macomb, Monroe, Washtenaw and Lenawee Counties. Assisted the Grosse Ile Fire Department in 2020 that led to a grant award that allowed for the purchase of COVID-19 equipment.
- Taught grant writing course at Eastern Michigan University Staff & Command.

INVESTIGATIONS

- Served as a detective for 19 years with a wide range of responsibilities that ranged from investigating crimes against children and home invasion to identity theft and narcotics cases.
- Served as the department's only Forensic Interviewer, our Sexual Assault Forensic Examination representative and responsible for infant death investigation protocol.
- Investigated the department's only Officer-Involved Shooting.
- Managed information regarding student/school staff involvement in incidents requiring notification under the School Safety Reporting Act.
- Specialized training in evidence collection, death investigations, juvenile law and interrogation techniques.
- Conducted several background investigations on prospective candidates for the Grosse Ile Police Department and participated in the hiring process for 10 current members of the department.
- Conducted multiple Internal Investigations that led to both discipline and the exoneration of employees.
- Responsible for managing state forfeiture cases from time of seizure through the adjudication process. Overseen annual state reporting.
- Responsible for organizing and coordinating department auctions.
- Coordinator for conducting alcohol and tobacco compliance checks in the Downriver area; Project Director for the Party Patrol Task Force and Safe Communities grants.
- Crime Prevention Officer; attended yearly training conferences and 40-hour crime prevention training at the Detroit Police Department.
- Commissioned as an agent for the Food & Drug Administration (FDA) to conduct sanctioned tobacco compliance checks.

ADDITIONAL

- Instructor for the Standardized Field Sobriety Testing training program. Taught this program for Macomb Community College Advance Police Training and the Oakland County Police Academy.
- Instructor for the Conducting Complete Traffic Stops training program.
- Committee member of Stop Underage Drinking Downriver (SUDDs) Coalition.
- 3-time Mothers Against Drunk Driving award winner.
- Project Director of the Year winner awarded by Office of Highway Safety Planning.
- Department commendation for discovering house fire and evacuating occupants.
- 2-time Michigan Coalition to Reduce Underage Drinking (MCRUD) award winner.
- Life Saving award for barricaded suicidal gunman situation.

Since advancing to the rank of lieutenant, I have taken additional training courses and added administrative responsibilities;

Training

- Internal Investigations Functions
- Budgeting for Law Enforcement Professionals
- Discipline and Termination: Rules, Policies and Procedures
- Advanced Identity Theft
- Incident Command
- Unified Command
- Continuity of Operations-Planning for Pandemic Influenzas
- A.L.I.C.E. Instructor Certification
- Sustainable Defined Benefit Plans/Managing Accrued Liability/Effective Plan Designs
- Employment Discrimination Lawsuits
- Hostage Negotiations

Administrative Responsibilities

- Supervision of entire patrol division (12 officers/5 dispatches/1 Animal Control Officer)
- Designated Chief Medical Officer and placed in command of COVID-19 planning & response plan
- Incident Commander for Black Lives Matter events
- Managing the Sex Offender Registration protocols
- Internal Investigations
- Island Fest Coordination
- Vehicle Inspections, Maintenance and Assignments
- Uniform Inspections
- Presentations to Township Board and Police Commission on Golf Carts & Patrolman Hiring process
- Staff and Shift Supervisor meetings
- Department Life-Saving Awards

- Drafting and instituting several department policies and procedures governing:
 - COVID-19 Response
 - Recreational Marihuana
 - Training Evaluations
 - Firearms
 - Line of Duty Deaths
 - Interim Bond & Medical Release of Prisoners
 - Private Property Accident Reporting
 - Child Protective Services; Reporting Abuse and/or Neglect
 - Administrative Notification Protocols for Critical Incidents
 - Duty to Intervene & Duty to Report Use of Force

Joanne C. Lelekatch

2330 23rd

Wyandotte, MI 48192

586-863-8473

jlelekatch@wyan.org

Letter of Recommendation: Lieutenant Kenneth Pelland

I have known Lt. Pelland for over 20 years. We were first acquainted when he served as the D.A.R.E. officer for the 5th grade students at Meridian Elementary School. My special needs students attended his classes with their 5th grade peers. It was during that time that I realized Lt. Pelland had a true compassion for helping young students make choices and decisions that would lead them to become active, productive citizens. After returning to Grosse Ile Township Schools six years ago as superintendent, I have found that Lt. Pelland still has the same level of compassion. My interaction with him is now at a broader level. His compassion reaches far beyond the students to the staff and residents of the community.

Grosse Ile Township is a small community so tragedies, triumphs and controversies impact all of us. How those are handled speaks to the integrity of the leaders of the community. As a lieutenant on the Grosse Ile Police Department, Lt. Pelland is part of that leadership team. He possesses qualities that people respect; **compassion, honesty, confidentiality and transparency**. As he helped lead the District through several unfortunate situations, he has done it with the utmost respect for the individuals involved. This has led to a trusting partnership with students, staff and administration.

Lt. Pelland has partnered with the schools to bring Active Shooter training (A.L.I.C.E.) to the community. 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.

I write this letter as a personal recommendation for Lt. Pelland because I have experienced firsthand the kind of leadership that is needed in a community as unique as Grosse Ile. Please feel free to contact me to further discuss additional qualities and characteristics that make Lt. Pelland a true leader.

Sincerely,



Joanne C. Lelekatch



Allen Park Police Department

**15915 Southfield Road
Allen Park, MI 48101
313-386-7800**

Chief Christopher Egan
Allen Park Police Department
15915 Southfield Road
Allen Park, Michigan 48101
(313) 386 - 6457

Letter of Recommendation, Lt. Kenneth Pelland

Township of Grosse Ile,

I have had the opportunity to work with Lt. Kenneth Pelland for nearly a decade as a member of the 17 city Downriver Mutual Aid Crisis Negotiation Team. As his Commander, I observed him to maintain his composure in stressful situations, demonstrate impressive leadership skills and work at building our team dynamics. In 2018, Lt. Pelland received a Lifesaving award for his role as the primary negotiator that brought a barricaded suicidal gunman event to a peaceful resolution. It was these impressive qualities and his commitment to the team that prompted me to appoint him the next CNT Commander over other negotiators with more team seniority.

Lt. Pelland has earned a strong reputation amongst the downriver law enforcement community for acquiring grant funds and instituting traffic safety programs. His role as the Project Director has helped local agencies educate the public, receive training and conduct specialized enforcement. Without his efforts, several initiatives would never have been realized.

Lt. Pelland is a key member of your department, but also valued community member as a coach and volunteer with many different groups. He exhibits all of the characteristics necessary for a successful Chief of Police; integrity, honesty, dedication and the willingness to learn. Without hesitation, I would recommend that he is strongly considered for this position.

Please feel free to contact me on my cell at (313) 999-8965, if I can be of any assistance to you in making this critical decision or anything else in the future.

Christopher S. Egan

Chief of Police

PoliceChief@allenparkpolice.org



STATE OF MICHIGAN

DEPARTMENT OF HEALTH AND HUMAN SERVICES
LANSING

GRETCHEN WHITMER
GOVERNOR

ELIZABETH HERTEL
DIRECTOR

January 25, 2021

Chairperson Paul Anderson
Grosse Ile Police Commission
24525 Meridian Road
Grosse Ile, Michigan 48138

Dear Chairperson Anderson and Members of the Commission:

I recommend Lt. Ken Pelland for Chief of Police of the Grosse Ile Township Police Department. I have never met a more hard-working and ethical police officer than Lieutenant Pelland. He is committed to the citizens of Grosse Ile and has the motivation and integrity to lead your police agency.

I first met Lieutenant Pelland nearly 20 years ago during my tenure with the Michigan Office of Highway Safety Planning. He served as project director for both the traffic and underage drinking multi-agency enforcement grants and did the job flawlessly, balancing the needs of the grant requirements with the community culture of Grosse Ile. His insights helped shape both enforcement programs and ultimately saved lives not only in downriver Detroit but across the state as well.

Lieutenant Pelland also volunteered his time for several years to train officers from the Detroit Police Department on best practices on underage drinking enforcement, earning respect and recognition from command and patrol officers. To be able to be accepted by officers from the largest police agency in the state is a testament to his character and emotional intelligence.

I not only consider Lieutenant Pelland a professional colleague but a friend as well. His dedication to duty extends beyond the citizens of Grosse Ile to his faith, family, and friends. Grosse Ile Township would be well-served to appoint Lieutenant Pelland as police chief. If you have any questions, please don't hesitate to contact me at perukeld@michigan.gov or 517-896-6148.

Sincerely,

A handwritten signature in cursive script that reads "Dianne Perukel".

DIANNE PERUKEL
Federal Youth Tobacco Policy & Compliance Section
Office of Recovery Oriented Systems of Care
Michigan Department of Health & Human Services

To Whom It May Concern,

I am writing this letter in support of Lt. Ken Pelland for the position of Chief of Police for Grosse Ile Township. I have had the honor of knowing Ken for the past twenty years, both personally and professionally. During this time, I have seen his dedication and devotion to our community and his willingness to go above and beyond the basic requirements of his job.

Lt. Pelland has been a valued support system for GITS. He is fully engaged in school safety issues, student discipline, and community education. I have found him to be dependable, honest, and equitable while always maintaining a professional presence. He has actively worked to build trusting relationships with various superintendents and administrators throughout the years and this demonstrates his continued loyalty to the school district and to the community as a whole. GITS has worked diligently under former Chief of Police, Joe Porcarelli, to create a collaborative working relationship with the police department. Although I feel this has been stifled under the recent leadership, I believe that Lt. Pelland will work to rebuild this relationship and continue to foster it throughout the coming years.

I realize that the position of Grosse Ile Police Chief has many facets that extend beyond community interactions and the school district, but I feel confident that Lt. Pelland has the necessary skills to learn all aspects of the job while continuing to be the "face" of Grosse Ile Police Department.

Thank you for your time,

Suzanne Sassack

Vice President- GITS

On Dec. 31, 2018, I retired as Chief of Police from the Grosse Ile Police Dept. Months before my retirement, I recommended Kenneth Pelland for my Deputy Chief and would have recommended him as my successor if the Township Board would have followed policy and procedure in promoting the next chief.

Ken has proven to be a remarkable asset to the Township, the police department and to the people of Grosse Ile. His experience, talent, leadership skills, self-motivation and devotion to this police department makes him a clear choice one again for the leadership position as chief.

His individual accomplishments are so vast that I am unable to document them all. Some of them include

- Helped create sobriety court program
- Grant writing programs and the administrative aspect of each for the entire downriver area police departments
- administrative control of our state forfeiture program including working on our audits
- Created and taught a highly efficient DARE program
- Graduate of Staff and Command School
- Team Commander for the Downriver Hostage Negotiation team.
- Organized all Police Dept. open houses
- On crisis team for school district
- A.L.I.C.E. Instructor / Active shooter program for schools and businesses
- Chairman of Wayne county traffic safety committee.

Ken was doing administrative work as a sergeant for numerous years and has done it in an exemplary manner.

For all the above reasons, Ken has shown why he is "head and shoulders" above all others to become the next chief of police for Grosse Ile Township.

Thank you for your time,

Joseph S. Porcarelli
Police Chief/retired 2018

To: Whom it May Concern:

1-26-21

As a former member of the Grosse Ile Police Commission, I have had the opportunity to interface with a special group of people, responsible for presenting our community with an Award Winning Police Department.

Lieutenant Ken Pelland has played a Lead Role in bringing this achievement to fruition.

It is this Leadership Quality, that motivates performance, builds confidence and encourages others to perform as a team.

Ken's Leadership has been evident in all of his endeavors. His Leadership and Devotion to his job, have earned him the respect, of both the Department and the Community. His accomplishment, as a Leader, continues to compliment the Grosse Ile Police Department.

Some of his accomplishments include:

- * Leading our Youth Programs, such as D.A.R.E., in preparing our children for the future, by educating them on the importance of dealing with drugs.
- * Leading Charitable Events, such as the annual Stepping Stones Program, that has benefited thousands of handicap children.
- * Performed in a Lead Capacity representing the Police Officers Association, in working with the Township to address important contract issues.
- * Leading our Grant Writing Program, providing funds which have benefited both our Department and Community.
- * Leading our Department in preparing events, such as our Department Open House, which has become so important in providing Awareness and Communicating the Public Safety Program that the Grosse Ile Police Department delivers.
- * Lead position with our Downriver Hostage Negotiations Team to resolve life threatening situations.
- * Leading the Department in promoting Prevention Techniques for our School Safety Programs.
- * Leading as an Instructor, by teaching Safety Related Courses to other members of the Department.
- * Served 18 years in our Detective Bureau to address pertinent issues involving our Youth as well as the Community and the District Court.

Ken's numerous Awards and Accolades, over the past 28 years, further compliment his Experience, Talent, Leadership and Devotion to both the Department and the Community. His Quality of

Leadership has proven to be a valuable asset to the Department.

We are very fortunate to have an individual of this caliber, that can provide this talent from within our own Department.

I am confident, that positioning Kenneth Pelland, as our Chief of Police, would be a sound and rewarding decision for the Department and the Township of Grosse Ile.

Respectfully;

R. Zelasko

38 year resident and former member of the Grosse Ile Police Commission