

November 1st 2021

5:00 PM

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Grosse Ile le Township
9601 Groh Road
Grosse Ile, MI 48138

RE: Chief of Police position, Letter of Interest

Mr. Thiel,

The purpose of this letter is to advise the Township of my continued interest in the position of Chief of Police for the Grosse Ile Police Department.

My personnel records are on file with the police department however, I've attached a resume that details the various positions I've held and achievements made as an employee of the Township for the past 29 years. If you need any additional information, contact me at any time.

Respectfully,

As the senior officer of the [redacted], with 29 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, a few of these undertakings are listed.

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 [redacted] 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. 2 Ford F150 Utility Pick-up trucks 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. Approval for the purchase of (4) infrared night vision monoculars is pending.
 - j. Assisted the [redacted] 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 CINT Commander II System, digital voice recorders & bullhorn
 - b. Structured monthly training program with emphasis on active listening skills, crisis scenarios & equipment familiarization.
 - c. Five hostage negotiators were added to the team following a detailed vetting process

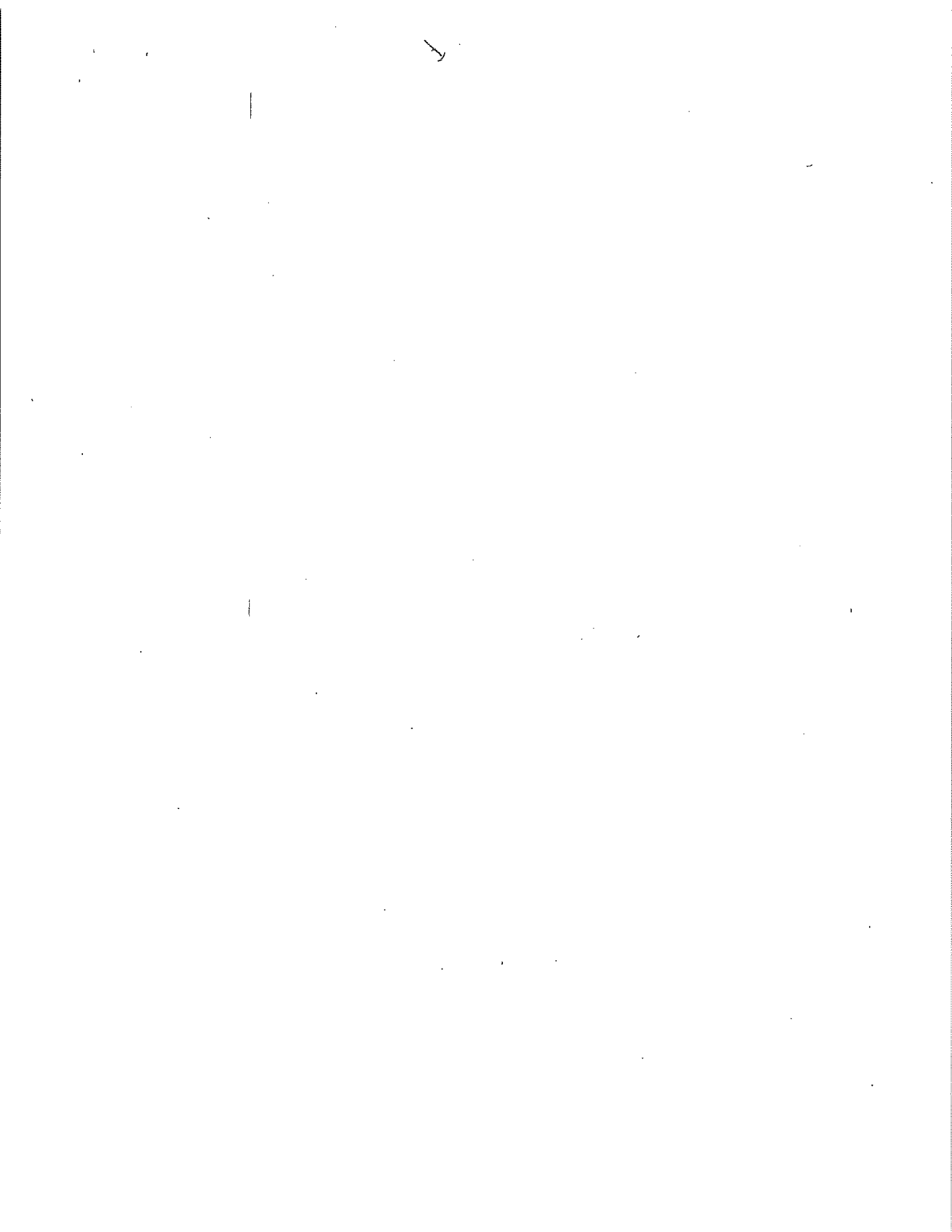
4. **Project Director:** It was necessary for the _____ to become the lead agency in a multi-jurisdictional task force in order to secure funds for traffic safety programs. I ultimately developed two separate task force groups that consisted of more than a dozen agencies each.
 - a. The Safe Communities 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 _____. 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 _____ and the community as a whole. This summary does not entail every experience or achievement. It is, however a testament that my service to _____ didn't start a couple years ago, but rather has spanned 29 years.

As your next Chief of Police, you will get the same motivation, commitment and integrity I have shown my entire career.



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 _____ and a multitude of other agencies. I intend to use what I have learned and developed to successfully further the mission of the _____

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 _____ 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 _____ Traffic Safety Committee for more than 10 years.
- President of _____ 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 _____ 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 [redacted] 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 [redacted].
- 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 [redacted] 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
- 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

Letter of Recommendation:

I have known _____ for over 20 years. We were first acquainted when he served as the D.A.R.E. officer for the 5th grade students at _____ Elementary School. My special needs students attended his classes with their 5th grade peers. It was during that time that I realized _____ had a true compassion for helping young students make choices and decisions that would lead them to become active, productive citizens. After returning to _____ six years ago as superintendent, I have found that _____ 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.

_____ 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 _____ 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.

_____ 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 _____ the safest community in the State.

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

Sincerely,

Letter of Recommendation,

Township of Grosse Ile,

I have had the opportunity to work with _____ 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, _____ 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.

_____ 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.

_____ 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 _____, if I can be of any assistance to you in making this critical decision or anything else in the future.

Chief of Police

To Whom It May Concern,

I am writing this letter in support of _____ for the position of Chief of Police for Grosse Ile Township. I have had the honor of knowing _____ 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.

_____ has been a valued support system for _____ 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. _____ has worked diligently under former Chief of Police, _____ to create a collaborative working relationship with the police department. Although I feel this has been stifled under the recent leadership, I believe that _____ 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 _____ has the necessary skills to learn all aspects of the job while continuing to be the "face" of _____

Thank you for your time,

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

I first met _____ I 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 _____. His insights helped shape both enforcement programs and ultimately saved lives not only in downriver Detroit but across the state as well.

_____ 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 _____ a professional colleague but a friend as well. His dedication to duty extends beyond the citizens of _____ to his faith, family, and friends. Grosse Ile Township would be well-served to appoint _____ as police chief. If you have any questions, please don't hesitate to contact me at _____

Sincerely,

Federal Youth Tobacco Policy & Compliance Section
Office of Recovery Oriented Systems of Care

On Dec. 31, 2018, I retired as Chief of Police from the Township Board would have followed policy and procedure in promoting the next chief. Months before my retirement, I recommended 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.

has proven to be a remarkable asset to the Township, the police department and to the people of Grosse Ile Township. 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.J.C.E. Instructor / Active shooter program for schools and businesses
- Chairman of Wayne county traffic safety committee.

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

For all the above reasons, I 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,

Police Chief/retired 2018

To: Whom it May Concern:

1-26-21

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

_____ 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.

_____ 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

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 _____ 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.

_____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 _____ as our Chief of Police, would be a sound and rewarding decision for the Department and the Township of Grosse Ile.

Respectfully;

38 year resident and former member of the _____