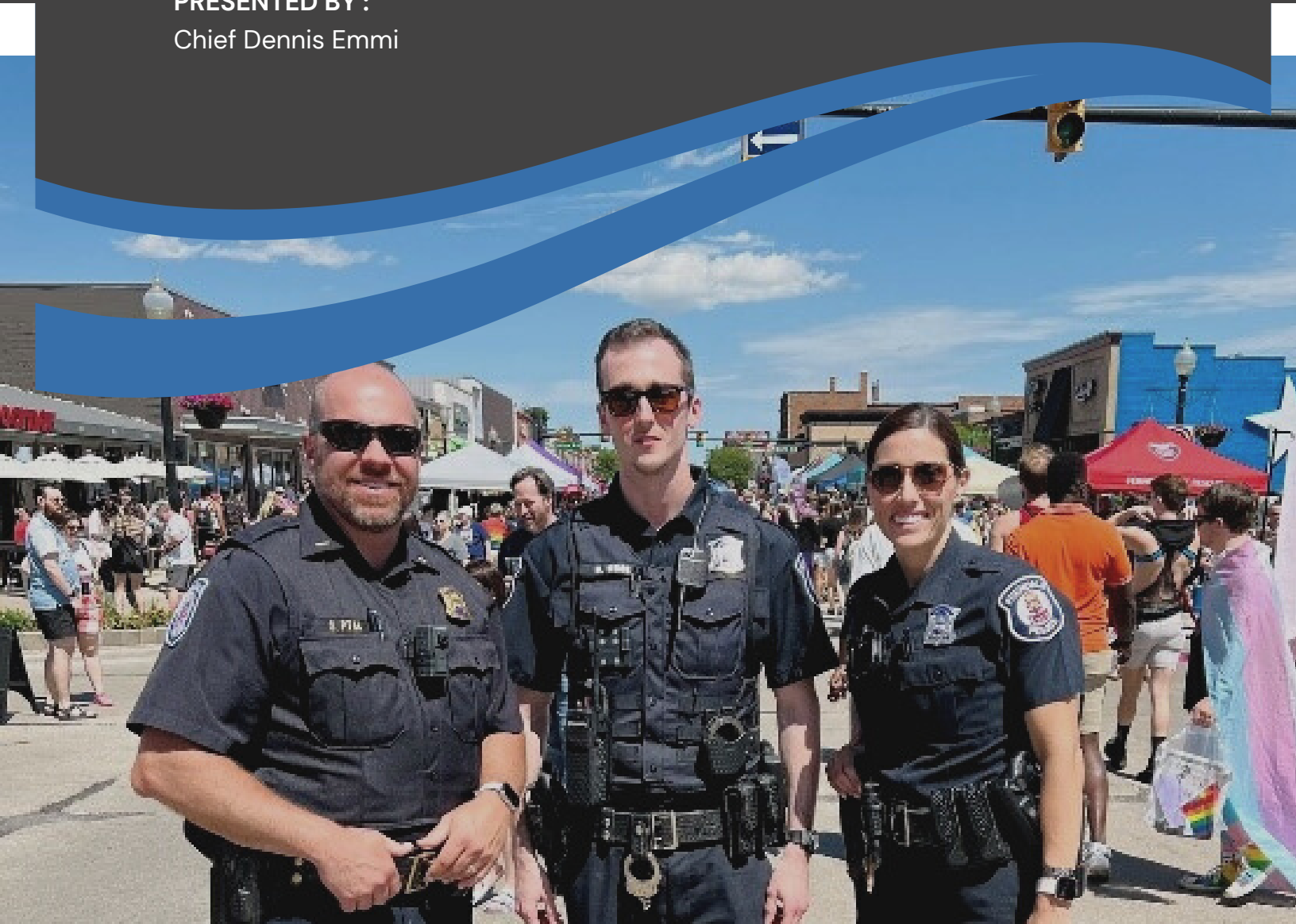


ANNUAL REPORT

20
22

FERNDALE POLICE DEPARTMENT

PRESENTED BY :
Chief Dennis Emmi



FERNDALE



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Mission

Partnering with our diverse community to provide public safety with integrity, professionalism, and honor.

Always working to improve our community while recognizing the dedication and service of our employees.

Vision

Core Values

Core values are the fundamental beliefs of a person or organization. These guiding principles dictate behavior and can help people understand between right and wrong in the workplace.

The following core values are upheld every day by the officers of the Ferndale Police Department—both personally and throughout the course of their duties.



1

Integrity. The quality of honesty and strong moral principles; moral uprightness. Acting with sincerity, truthfulness, and honor.

2

Compassion. Empathy and concern for the sufferings and misfortunes of others.

3

Service. Providing favors, kindnesses, and helping hands.

4

Commitment. The state or quality of being dedicated to a cause or activity. A pledge or undertaking. An engagement or obligation.

5

Courage. The ability to do something that frightens you. Strength in the face of pain or grief.



New Hires, Promotions, & Retirements

Retirements, Promotions, and New Hires

Retirements

- Sgt. Patrick Lemke retired in April after 25 years of service.

Promotions

- Sgt. Austin Bishop was promoted in June.

New hires

- Ofc. Brett Bush (May)
- Ofc. Nathan Gyani (June)
- Ofc. Lukas Gjelaj (June)
- Ofc. Nicholas Gjelaj (December)
- Ofc. Christopher Smilko (December)



The Ferndale Police Department undertook a large hiring initiative and saw an influx of new officers in 2022, due in part to a wave of retirements by veteran officers.



Recruitment

Recruitment

Ferndale continues to hire new officers, both with prior experience as well as directly from police academies. The Ferndale Police Department strives to hire and retain talented, well-rounded officers to serve and protect the City of Ferndale.

The Department has a comprehensive recruitment action plan, designed primarily to recruit and hire from a diverse pool of candidates for each sworn position. When a position opens, the recruitment team seeks out qualified candidates by issuing job applications, speaking with qualified applicants at certified police academies, placing internal job postings, as well as participating in job fairs at local colleges and universities. Candidates can also visit the City's website, www.ferndalemi.gov, for additional information about the recruitment process.



NOW HIRING
FERNDALE POLICE DEPARTMENT

POLICE
CITY OF FERNDALE

SALARY RANGE
\$53,453.44-\$72,040.32
\$3,000 SIGNING BONUS
LATERAL PAY AVAILABLE
AVERAGE PAY IN 2021 WAS \$62,600

QUALIFICATIONS

- Complete EPD03 form and return.
- Candidates for Black 110 and 1000 are preferred.
- Valid driver's license.
- Minimum of 24 months of full-time sworn police duty (DET/DET, OR 36 months of full-time and 36 months part-time) with Michigan State Police, OR 36 months of sworn and unsworn experience.
- An individual must have spent 100 hours in 2020.
- Must be 21 years old by 07/01/2022.
- Possess the FRODOE's merit and probation tests.
- Possessable knowledge of state and local laws.
- Possessable knowledge of the community, streets, and important locations in Ferndale.
- Possessable knowledge of police procedures, statistics and practices.
- Possessable knowledge of traffic rules and regulations.
- Must be able to read, write, speak and understand English.
- Must be able to read, write, speak and understand Spanish.
- Must be able to read, write, speak and understand Hindi.
- Must be able to read, write, speak and understand Vietnamese.
- Must be able to read, write, speak and understand Chinese.
- Must be able to read, write, speak and understand Korean.
- Must be able to read, write, speak and understand Japanese.
- Must be able to read, write, speak and understand Tagalog.
- Must be able to read, write, speak and understand Vietnamese.
- Must be able to read, write, speak and understand Chinese.
- Must be able to read, write, speak and understand Korean.
- Must be able to read, write, speak and understand Japanese.
- Must be able to read, write, speak and understand Tagalog.

WHAT WE WANT

The City of Ferndale Police Department is looking for the best of the Best Police Officer. Not just anyone, but the best!

Do you believe in community police, preventive detective and investigator work, and a team that respects? If so, we want to hear from you.

WHAT YOU GET

Career advancement including SWAT, Detective, Patrol, Taskforce, Investigative, Community Engagement, Officer, Detective, Instructor, Motor Vehicle, Traffic, and Bicycle Squad, along with competitive pay, 401k benefits, and a robust retirement package and list of the benefits of working for our great city.

READY TO JOIN US?

Visit www.ferndalemi.gov/jobs for more information, or call 586.326.0600.

ACCREDITED AGENCY





Patrol Division

Patrol Division

The officers who serve in the Patrol Division respond to a variety of calls for service. Calls are often received directly through our 911 system and non-emergency phone line. Officers also field service requests through the City's SeeClickFix app/web portal, where citizens have the opportunity to ask for assistance with issues such as abandoned vehicles and parking complaints. Online requests are monitored daily, with most issues resolved within the same day.

In 2021, the Patrol Division oversaw one retirement and the hiring of five new officers. This brings the total number of sworn officers in the Ferndale Police Department to 43.

As veteran officers begin to retire, the Department continues to transition its talent, promoting qualified internal candidates and hiring younger recruits. We have developed and renewed our

focus on customer service-oriented policing, allowing us to build upon an already stable foundation of trust and public transparency.

The Patrol Division consists of two twelve-hour shifts; four separate platoons (Day Shift A/B, Night Shift A/B) alternate between shifts. Day Shift Patrol is on duty between the hours of 7 a.m. and 7 p.m., while Night Shift patrols between the hours of 7 p.m. and 7 a.m.



The Patrol Division is commanded by Captain David Spellman.

Day Shift



Day Shift A is commanded by Lt. Timothy Andre.



Day Shift B is commanded by Lt. Casey O'Loughlin.

Day Shift is comprised of two shifts: A and B. Each shift consists of one sergeant, five officers, and at least one dispatcher. In 2022, the Department recognized the need for two dispatchers per shift and filled these positions.

Day Shift officers are on patrol when the city's businesses and government are open to the public, allowing officers to have contact with business owners and employees. Officers also interact daily with the 43rd District Court, regularly handling prisoner processing, transport, arraignments, and confinement of prisoners for the Oakland County Jail.

Additionally, Ferndale has several main roadways that run directly through the city or constitute border streets, including Woodward Ave., Eight Mile Rd., and Nine Mile Rd. As a result, officers routinely have face-to-face interaction with business owners, residents, and customers, as well as drivers who pass through the city. A large amount of traffic passes through Ferndale daily, which means that officers frequently investigate traffic accidents. In 2022 alone, the Department investigated more than 450 traffic crashes within the city.

Day Shift officers are also involved in numerous community and special events, festivals, and coordinated and planned events with the community's residents, businesses, and schools.

Night Shift



Midnight Shift A is commanded by Lt. Jason Collett.



Midnight Shift B is commanded by Lt. Daniel Kuzdzal.

Like Day Shift, each Night shift consists of one sergeant, five officers, and at least one dispatcher.

In comparison to Day Shift, Night Shift officers are required to alter their patrol focus to balance their efforts on both the safety and security of sleeping residents and a downtown busy with nightlife, including bars, gas stations, restaurants, and convenience stores. The Department understands the need for extra patrol and visibility in the downtown and thus deploys a bar/downtown detail every weekend, allowing officers to build and maintain relationships with area businesses while also addressing issues and complaints efficiently. Officers also monitor compliance with local ordinances and liquor license requirements.

Night Shift patrols the neighborhoods and businesses outside the scope of downtown as well. Although the Department typically handles a lower call volume at night, property crimes are more prevalent in the nighttime hours when City offices and businesses are closed. Officers are skilled and trained to investigate suspicious circumstances, vehicles, and people to prevent crimes before they occur. Police presence in neighborhoods acts as a deterrent for criminals, and officers have caught many crimes occurring while on night patrol.



Units & Teams

Detective Bureau

The Ferndale Police Detective Bureau consists of four detectives and two officers who investigate a wide variety of complaints and cases, regularly working in unison with the Patrol Division. Cases are assigned by the Detective Lieutenant, and detectives investigate and oversee each case through to trial.

Detectives have an important role in managing a case from the beginning report through prosecution. Necessary skills include time management, interviewing, evidence collection, attention to detail, and more. The Detective Bureau frequently serves a dual-purpose role by handling the behind-the-scenes work of generating warrants and paperwork related to cases, as well as fieldwork to perform investigative duties. In 2022 alone, the Detective Bureau reviewed more than # case reports covering cases from assault and attempted murder to home

invasion and weapons offenses. The thorough review of these cases resulted in issuing approximately # warrants.

On January 1, a new position was created and filled in the Detective Bureau—a rotating position that allows officers to serve as detectives for temporary, four-year terms. This gives officers the opportunity to learn the processes following the initial report: interviewing, writing search warrants, interacting with the Prosecutor's Office, and more. Officer Alison Shank was promoted to Detective on January 1, becoming the first officer to fill this new position.

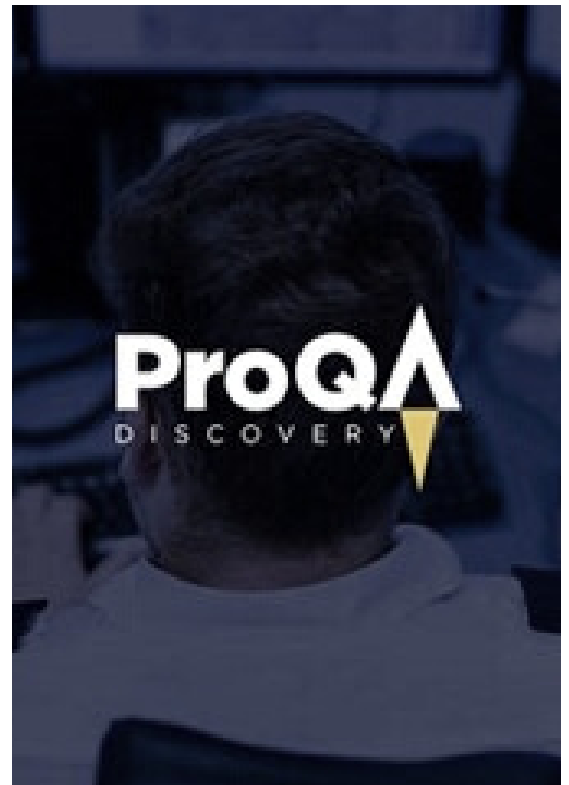


The Detective Bureau is commanded by Detective Lt. Shane Ptak.

ProQA Priority Dispatch

With a goal of providing the best comprehensive dispatching for citizens experiencing medical emergencies, the City began using ProQA emergency medical dispatch technology in 2022. ProQA provides a step-by-step approach that creates uniformity in information-gathering and is designed to help dispatchers ask targeted medical questions to prepare responding firefighter-paramedic EMTs in providing appropriate aid.

All Ferndale dispatchers are required to attend ProQA training and are certified to provide emergency medical dispatches. Lt. Casey O'Loughlin and Sgt. Janessa Danielson are the program leaders and in charge of the training and supervision of dispatchers.



Professional Standards & Community Engagement



The Professional Standards Unit is led by Sgt. Janessa Danielson.

The Ferndale Police Department established a Professional Standards Unit in 2018, led by Sgt. Janessa Danielson. In 2019, following a rigorous year-long process, the Department achieved accreditation through the Michigan Association of Chiefs of Police. Being accredited allows the Department to focus on creating a shared standard of service and recognizing law enforcement as a true profession. All other professions share common industry standards and practices, and policing should be no different.



Community Engagement Officer Jillian Mahlmeister.

In an effort to enhance relationships with the community, the Ferndale Police Department established a Community Engagement Officer (CEO) position in July 2019. Officer Jillian Mahlmeister is in her fourth year as CEO and continues to advance the Department's innovative, community-oriented policing model. Through this model, the Department has focused on strengthening efforts with the community, and ultimately the people it serves to protect. Officer Mahlmeister prioritizes the community's involvement with the Department by meeting with residents, local leaders, and business owners. Officer Mahlmeister has become involved in several community groups and has worked to familiarize direct contact with the Department through the Citizens Police Academy.

Downtown Resource Officer

In July 2022, the Downtown Development Authority (DDA) selected Officer Andrew Roth to pilot a new Downtown Resource Officer position. The position deals directly with downtown business owners and community members, including events, issues, and cases.

Since Officer Roth began his position, he has forged new relationships with business owners and has established his presence both by making direct contact with business owners and patrons, as well as through DDA promotion. Officer Roth works with the downtown/bar detail on the weekends to have more contact with the bar and restaurant owners whose businesses are open later. This also allows Officer Roth to hold bars and restaurants accountable to liquor violations and other City ordinances.

Much like the Community Engagement position, the Downtown Resource position will create stronger bonds with the community and business owners. Officer Roth works closely with the DDA and is a direct contact for business owners who may need to speak with an officer, report an issue, or invite law enforcement to be present at an event.



Officer Andrew Roth serves as the Downtown Resource Officer.

Traffic Safety Committee

In 2022 the Ferndale Police Department created the Traffic Safety Committee, headed by Det. Alison Shank. The Committee was designed to create a single point of contact for traffic-related issues within the city, including taking complaints, organizing cross-departmental communications, establishing workflows, tracking data, and effectively communicating findings back to the residents of Ferndale.



Records Division

The Records Division consists of two clerks and two property officers. Tamica Brooks currently serves as the Department's Records Coordinator. She has been with the Department for over thirty years.

The Records Division provides services to the public Monday through Friday by phone or walk-in at the records counter, located in the Ferndale Police lobby. Records services include maintaining the Department's electronic records system (CLEAR), processing Freedom of Information Act (FOIA) requests, fingerprinting, issuing crime and accident reports, and providing requested report information to the City Attorney's office and the 43rd District Court.



Tamica Brooks serves as the Records Coordinator.

Narcotic Enforcement Teams

The Oakland County Narcotic Enforcement Teams (NET) are comprised of officers from around the Metro Detroit area typically functioning as an undercover unit. The Ferndale Police Department currently has one officer assigned to this unit.



The main functions of the enforcement teams are to investigate, apprehend, and prosecute individuals involved in the delivery of controlled substances. In 2020, NET officers conducted nearly 500 investigations related to the delivery of narcotics, and confiscated illicit drugs with an estimated street value of several million dollars.

Drug Enforcement Agency

Similar to the Narcotics Enforcement Team, the Ferndale Police Department also has one officer assigned to the Drug Enforcement Administration (DEA). The DEA-assigned officer works with a team made up of federal agents and fellow area law enforcement professionals to investigate high-level criminal matters involving drug-related activity.



Mobile Field Force



The Ferndale Police Department has assigned five officers to assist the Oakland County Tactical Response Coordinating Group (OakTac) with the

implementation of Mobile Field Force operations. Thirty-four agencies participate directly in this effort. Oak Tac assists the public with major incidents statewide, including disaster preparation through FEMA. The assigned officers attend regular training sessions and are extremely active in the program.

SWAT Team

The Ferndale Police Department has one officer assigned to the Oakland County SWAT Team. The Special Weapons and Tactics Team (SWAT) is a highly skilled, highly trained, group of officers selected from departments throughout the county. This team responds to critical situations involving barricaded gunmen, high risk search warrant arrests, and civil disturbances.



MIDC

Beginning in January 2019, the Ferndale Police Department established a Michigan Indigent Defense Council (MIDC) position, created to facilitate interaction between prisoners and court-appointed attorneys assigned to the indigent defense council mandate.

Officer Zachary Coyle replaced Officer Christopher Wiacek in January 2022 as MIDC Officer. The MIDC Officer is a grant-funded, one-year rotating position, with the possibility of an additional year.

FBI Gang & Violent Crimes Task Force

Beginning in 2020, the Ferndale Police Department assigned one officer to the FBI Violent Crimes Task Force. The assigned officer works directly with the FBI on the investigation of violent criminals and incidents in the Metro Detroit area.

The Department looks forward to fostering a productive relationship with the FBI and utilizing resources to better understand violent crime and keep the city of Ferndale as safe as possible.

There have been several new positions developed within the Department in recent years. This gives officers more opportunities to strive for, as well as offers more resources to the Department and City.



Auxiliary Unit


In 1956, the City of Ferndale established the first police auxiliary unit. As of 2020, there are 15 sworn auxiliary officers serving the community. Traffic Control Officer Paul Simpson serves as the coordinator of the unit.

Similar to sworn police officers, auxiliary officers are required to pass a comprehensive background check and attend a reserve police academy. The auxiliary unit is used for a variety of important functions, from crowd and traffic control to performing vacation checks by request to ensure that the homes of residents are secure while they're away. The unit also provides assistance to officers when needed, and regularly conducts ride-alongs with officers on patrol.

For the past several years, Ferndale's auxiliary officers have consistently dedicated over 2,000 hours annually to their services. The team prides itself on the annual Moonbeams event, in which officers and auxiliaries drive police cars to the children's wing of Beaumont Hospital during the holidays and participate in emergency vehicle lights displays for hospitalized children.

The Ferndale Police Department is incredibly proud of the unwavering spirit and volunteerism shown by the Auxiliary Department.





Special Events & Department Initiatives

Special Events



Ferndale special events—fairs, festivals, gatherings, and more—have grown extensively over the past decade, with downtown Ferndale now serving as a hub for arts, culture, and food-and-drink events.

Special Events Coordinator Sergeant Janessa Danielson oversees logistics and safety procedures, ensuring that events follow all applicable laws and that they are safe for the public to attend and enjoy. To make this happen, City departments, including Police, Fire, Public Works, City Hall administration, and event promoters, meet extensively before, during, and after events to make sure they run smoothly. After an event is held, meetings occur to determine successes and opportunities for improvement. During events, the Police Department coordinates with local, state, and federal authorities regarding any potential threats or issues. In planning events, the Coordinator takes into consideration laws regarding liquor control as well as crowd control and safety.



Following a year of COVID-related closures and cancellations in 2020, most events have now safely returned. Events taking place in Ferndale range from small events and gathering like the Downtown Bike Rodeo and Ferndale Cleanup to larger-scale events like Woodward Dream Cruise, Pig and Whiskey Festival, and Ferndale Pride.

Street Corner Round Table

For the past several years, the Ferndale Police Department has executed a reoccurring event called the Street Corner Round Table, in which the Police Chief and officers meet with residents in residential spaces throughout the city. Each event takes place at a different street corner and residents are invited to come out, ask questions, and talk openly with staff.

The event seeks to foster communication and build relationships between the department and the community. The round tables are usually held during the summer months and have been an integral part of building transparency and trust with the Ferndale community.



STREET CORNER ROUND TABLE




Chief Emmi and the Ferndale Police Department are coming to your neighborhood and they want to hear from you! This is your opportunity to ask questions, voice concerns, and provide feedback in a relaxed round table, socially distanced, setting. Email jmahlmeister@ferndalepolice.org to host the next street corner!

Date: Wednesday, August 10, 2022
Where: E. Hazelhurst and Paxton: 6:00 p.m.
E. Woodland (Between Woodward and Bermuda): 7:00 p.m.
Who: Everyone, kids included!

Citizens Police Academy

After a several-year pause, the Ferndale Police Department reintroduced its Citizens Police Academy in 2016. The month-long program provides hands-on education about several aspects of police work and law enforcement, including patrol, investigation, SWAT, policy, philosophy, and operations. The goal is to educate citizens about how and why the Police Department operates, creating better understanding and building a bridge between officers and residents.

The academy, led by Officer Jillian Mahlmeister, now takes place annually, open to people who reside, work, or attend religious services in Ferndale. Ferndale hosted its seventh Citizen's Police Academy in 2022.




CITIZENS ACADEMY

The Citizens Academy is a month-long opportunity for residents and community members to get an inside look at the Ferndale Police Department. In this four-week course, citizens receive hands-on information about multiple aspects of police work and law enforcement, including patrol, investigation, SWAT, policy, philosophy, and operations.

The program is free and open to those who live, work, have a child attending Ferndale schools, or worship in Ferndale. To apply to be considered for the academy, visit www.ferndalemi.gov.

2022 ACADEMY SCHEDULE

- Thursday, October 6 from 6:00 to 9:00 p.m.
- Thursday, October 13 from 6:00 to 9:00 p.m.
- Thursday, October 20 from 6:00 to 9:00 p.m.
- Thursday, October 27 from 6:00 to 9:00 p.m.



Gun Buyback

In September 2022, the Board of Commissioners established the Oakland County Gun Buyback Pilot Program. The program gives citizens the opportunity to exchange their firearms for a monetary gift card at their local police department. Funding was provided to local law enforcement agencies to cover costs of planning and hosting these events.

The program is a safe and legal way for residents to dispose of unwanted firearms, which reduces the potential of exposure to children, youth, and other vulnerable populations.

The Department participated in one buyback event in 2022 and collected 26 firearms, including two assault rifles.

Body-Worn Cameras

In 2016, the Ferndale Police Department began the introductory phase of implementing body-worn cameras for all sworn on-duty police officers. The program continues to run successfully today. The footage gained since 2017 has allowed the Police Department to receive critical information about encounters, as well as to utilize appropriately redacted video footage to educate the community about police practice and procedure.

The Department plans to move to new body-worn cameras in 2023, which have several new improvements, including the ability for a supervisor to live-stream incidents as they are occurring.

Video can be requested via FOIA in the Records Department.





Response to Resistance, Use of Force, & Transparency

Response to Resistance

The Ferndale Police Department prides itself on an appropriate and acceptable response to resistance.

In the event of a use-of-force incident, Ferndale Police officers assess the totality of the circumstances when choosing the appropriate method of action to gain control of a subject. Under the United States Supreme Court, it has been ruled that an officer's use of force will be judged in the light of an objectively reasonable standard. This shall be determined by the nature of the incident, the severity of the crime, whether the subject poses an immediate threat to officers or to the public, and whether the subject is actively resisting or attempting to flee.

Officers are highly trained throughout their careers to make these decisions in circumstances that are tense, uncertain, and rapidly evolving.

In the event of a use-of-force incident, a cohesive process is followed to ensure that the situation was handled to the best of the officer's ability. These steps include:

- A report completed by the officer on scene
- Review of the report by an immediate supervisor
- A report submitted to the Captain by the supervisor on duty
- An ultimate determination by the Captain about whether the officer on scene followed appropriate protocol and standards set by the Department.

Use of Force

Each year, the Ferndale Police Department documents a thorough review of incidents involving the use of force. These documented applications range from physical control techniques to the use of a firearm. Following any incident in which force has been used, the Department follows a rigorous internal process: documentation, a series of high-level checkpoint reviews, and ultimately a designation as to whether the officer's actions were found to be within or outside the scope of the Department's official Use of Force Policy.

The information on the following pages provides a look at the Department's 2020 data relating to the use of force.

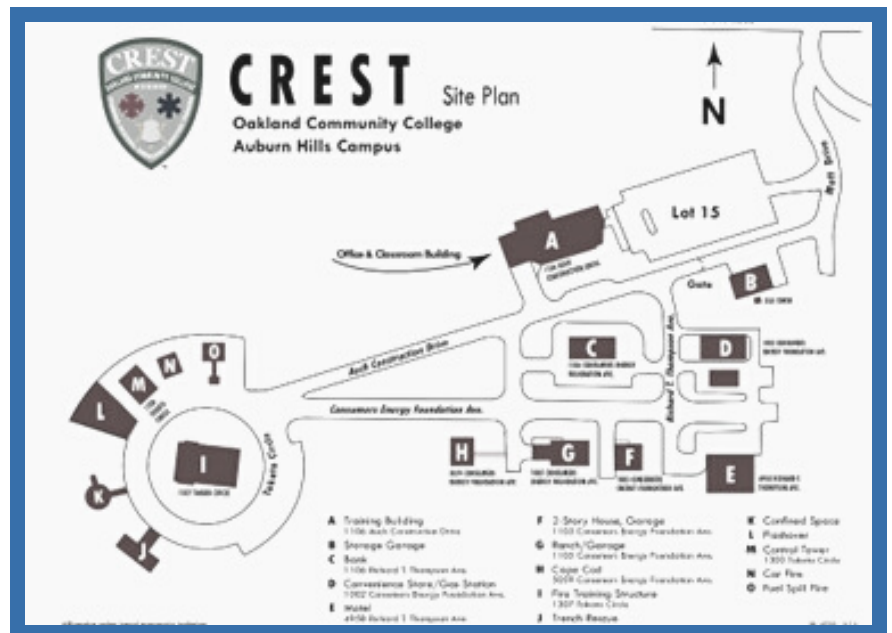
Use-of-Force Statistics

MEDIAN AGE OF SUBJECT	34 YEARS OLD	YOUNGEST: 10	OLDEST: 57
GENDER /RACE	12 BLACK MALES 7 WHITE MALES	1 BLACK FEMALE 1 WHITE FEMALE	
FELONY, MISDEMEANOR, OR MENTAL HEALTH	10 FELONY	9 MISDEMEANOR	2 MENTAL HEALTH
ALCOHOL AND/OR DRUG USE	5 ALCOHOL USE	2 DRUG USE	
INITIAL CONTACT WITH SUBJECT	14 DISPATCHED	7 FOUND ON PATROL	
CONTROL METHOD	20 EMPTY HAND CONTROLS		
TASER INCIDENTS	0 TASER FIRING	1 TASER DISPLAYED	
FIREARMS	0 FIREARMS DEPLOYED	5 FIREARMS DISPLAYED	
INJURIES	4 OFFICERS RECEIVED MINOR INJURIES; SCRAPES, ABRASIONS, BRUISES, ETC.	2 SUSPECTS RECEIVED MINOR INJURIES; SCRATCHES, MINOR ABRASIONS, ETC.	

Use-of-Force Training

The Ferndale Police Department created a Use of Force Training Unit in 2019. This unit is staffed with three officers and two sergeants who are all instructors in areas such as pistols, rifles, Taser, LOCKUP arrest and control, and Simunition. The Use of Force Unit conducts trainings throughout the year consisting of quarterly pistol qualification, annual outdoor rifle qualification, Taser recertification, handcuffing refresher, arrest and control tactics, traffic stop refresher, and felony stop tactics.

2022 was the fourth year the Use of Force Training Unit conducted in-service training for the Ferndale Police Department at the Oakland Police Academy CREST Center. The CREST Center is a small training “city” built on the campus of Oakland Community College that is used solely for police training. The unit conducted reality-based training at CREST, putting officers through scenarios developed based on incidents that occurred in Ferndale and beyond. The scenarios utilized a wide range of incidents, from traffic stops and arrest procedures to deadly force encounters. During the training, officers drove their actual patrol vehicles and were armed with real pistols that had been converted to fire Simunition training rounds. 2022 topics included perimeter tactics, building search tactics, barricaded gunman response, and response to mental health calls involving violence.



Officers also complete a yearly in-service training in which officers refresh other skills such as CPR, legal updates, and LOCKUP arrest techniques to stay up to date with their use-of-force procedures.

ARX System

In 2021, Ferndale Police implemented the ARX system to document when a use-of-force incident, vehicle pursuit, etc. occurs. ARX is a documentation system in which standardized forms can be completed by officers and shared up the chain of command for

official review. The Captain ultimately finalizes the document, determining if incidents were within policy and training. The ARX system streamlines the documentation process and allows for data collection from contacts with the public.

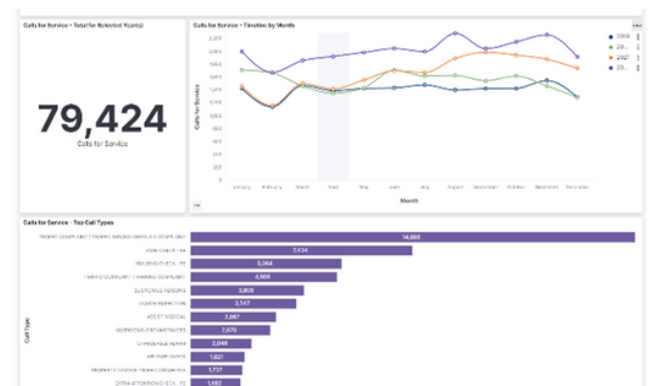
Transparency Dashboard

The Ferndale Police Department strives to foster a positive relationship with the City of Ferndale and its residents. In 2021, the Department implemented a new software program, known as the Transparency Dashboard, which allows for increased transparency with the public.

The dashboard shows residents what types of incidents occur, how many calls the Department handles, and the

kinds of people officers encounter.

The Transparency Dashboard is unique to Ferndale and offers residents insight that other police departments in the state do not offer.





Focused on Community

Common Ground

In recent years, the Ferndale Police Department has partnered with Common Ground in Pontiac, a crisis center that acts as a single-help resource for anyone in need.

Common Ground is a 24-hour service agency that assists youths, adults, and families in crisis. When officers are performing their duties and encounter someone in crisis, they complete a referral to Common Ground, facilitating a connection between the agency and the individual. Common Ground then reaches out and provides the individual with the necessary resources and care. This could include anything from therapy services or support groups to sober support, shelter for runaway or homeless youth, and more. Common Ground's partnership with the Ferndale Police Department has allowed our officers to provide people in crisis with the help they need.



Ferndale officers often deal with individuals who are experiencing mental health crises. Our officers are able to take people off of the street or out of their problematic situations and get them to a local hospital or healthcare facility. Common Ground is then able to take the next step, getting involved with the person's care and facilitating care with the hospital, providing next-step resources and closing the loop of care.

Hope Not Handcuffs

In 2017, the Ferndale Police Department became the first law enforcement agency in Oakland County to take part in Hope Not Handcuffs. This program was formed with Families Against Narcotics and the Police Addiction Recovery Initiative. Those in need of immediate drug assistance are asked to come to the Ferndale Police Department, where they are welcomed with no questions asked and connected with support and treatment.

Support is provided by more than 200 volunteer “angels” who assist

residents with transportation and other needs. Following treatment, individuals receive referrals for continued support to reinforce treatment and healthy living. Local partners involved in the program include all of Macomb County, as well as the Michigan State Police, Harper Woods, CARE of Southeast Michigan, Medstar and Universal Ambulance, and many treatment facilities. Hope Not Handcuffs has been an excellent resource for those who wish to receive help for their addictions.

FAN Comeback

In 2020, the Ferndale Police Department, in partnership with Families Against Narcotics (FAN), began implementing a FAN Comeback Quick Response Team. The initiative is focused on aiding people struggling with addiction due to opioid use disorder. The Quick Response Team is a three-member unit consisting of a police officer, a peer recovery coach, and a family recovery coach. This team typically responds or “comes back” to a residence that has dealt with a recent non-fatal drug overdose.

Although all Ferndale officers are required to carry Narcan while on duty, the City and Department recognized the need to further help families and victims affected by this epidemic. The team offers information, support, and assistance in recovery services and community resources to those in need. The model has been a success and has been used in other cities such as Sterling Heights, Roseville, Midland, and Saginaw.

Fair & Impartial Policing

The Ferndale Police Department completes monthly evaluations of all officers' abilities to police properly as it relates to fairness and impartiality. More specifically, officers are evaluated for "implicit biases."

Many Ferndale officers have attended training programs focused on the effects of implicit bias on officers. This training is designed to provide officers with the information and skills needed to reduce and manage their biases. The Department also completes monthly reviews of each officer's actions while on patrol by auditing random body camera videos, offering the perspective of seeing officers on patrol and in various types of interactions with the public.



21st Century Policing

Since 2017, the Ferndale Police Department has implemented the 21st Century Policing model, which focuses on building trust between citizens and officers. The goal is a law enforcement agency in which all components of the community are treating one another fairly and justly,

and are invested in maintaining public safety in an atmosphere of mutual respect. A key component of 21st Century Policing is trust between officers and the young people within the community.

There are six pillars to the framework of 21st Century Policing:

1. Building trust and legitimacy
2. Policy and oversight
3. Technology and social media
4. Community policing and crime reduction
5. Training and education
6. Officer safety and wellness

Building trust between law enforcement and youth in our communities is a critical part of making 21st Century Policing work efficiently. Over the past few years, the Ferndale Police Department itself has hired many new young officers, and their ability to relate to the public has benefitted the Department.

