

FERNDALE POLICE DEPARTMENT



FERNDALE

2019
Annual Report

Table of Contents

Introduction.....	3
Mission/Vision.....	4
Core Values.....	5
Retirements, Promotions, and New Hires.....	6
Patrol Division.....	7
Significant Cases in 2019.....	11
Units and Teams.....	14
Community Involvement.....	21
Use of Force and Additional Programs.....	26
Recruitment.....	32

Introduction from Police Chief Vincent Palazzolo



On behalf of the Ferndale Police Department, I am honored to present the 2019 Annual Report.

Driven by our organizational core values of **Integrity**, **Service**, **Commitment**, **Courage**, and **Compassion**, we strive to continually improve the ways we serve the community. The core value creation was a collaboration by every member of this Department, and these values serve as guiding principles for which all employees commit themselves in professional interactions with fellow employees, and with the citizens and visitors of Ferndale.

The Ferndale Police Department works to provide the best possible services to all members of our community in a consistent, fair manner. We are constantly building partnerships to reduce crime and the fear of crime, as well as improve the quality of life for all of our residents.

We continue to engage with our community partners in an intentional manner and cultivate meaningful relationships to accomplish our vital mission. At the core of our success is our staff, who proudly serve you. It is our goal to recruit and retain the best possible employees who respect the diversity of our community. We strive to provide staff with opportunities for meaningful work, challenging goals, and growth throughout their careers.

It is an honor and privilege to serve as the Chief of Police for the men and women of the Ferndale Police Department, and for our community.





Our Mission

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

Our Vision

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



Ferndale Police Department Core Values

Core Values are the fundamental beliefs of a person or organization. These guiding principles dictate behavior and can help people understand the difference between right and wrong. The following Core Values are carried and upheld every day by the officers of the Ferndale Police Department throughout their course of duty and life choices.

Integrity

Being honest and having strong moral principles; moral uprightness. Acting with sincerity, truthfulness, and honor.

Compassion

Sympathetic concern and empathy for the sufferings and misfortunes of others.

Service

An act of assistance. Providing a favor, kindness, or helping hand.

Commitment

The state or quality of being dedicated to a cause or activity. A pledge or undertaking. An engagement or obligation that restricts freedom of action.

Courage

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

2019 Retirements, Promotions, and New Hires

Retirements

Officer John Heath

Promotions

Evan Toyzan (Officer to Sergeant)

New Hires

- Andrae Bando, Police Officer
- Avery Barnett, Police Officer
- Zachary Coyle, Police Officer
- David Krajewski, Police Officer
- Tyffany Lamos, Police Officer
- Megan Mercier, Records Division
- Brian Stanko, Police Officer
- Sly Sutter, Police Officer



Patrol Division





Captain Dennis Emmi

The Patrol Division is commanded by Captain Dennis Emmi. In 2019, the Patrol Division oversaw one retirement and the hiring of seven new officers, bringing the Department's total sworn officers to 41. As our Department has transitioned to a younger team, we have developed a renewed focus on customer service-oriented policing. This has allowed our Department to build upon an already stable foundation of trust and transparency with the community.

The officers who serve in the Patrol Division respond to a variety of calls for service. Calls are typically handled through a direct phone call made to our non-emergency line or emergency (911) system. Residents are also provided the option of requesting assistance online through the City of Ferndale's SeeClickFix app- and digital-based platform. Online requests are monitored daily by the Department, and most issues are resolved on the same day.

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 staff are on patrol between the hours of 7 a.m. and 7 p.m., while the night shifts patrol between the hours of 7 p.m. and 7 a.m.

Day Shift



Lieutenant David Spellman



Lieutenant Shane Ptak

Day Shift A is commanded by Lieutenant David Spellman. Day Shift B is commanded by Lieutenant Shane Ptak.

Each shift consists of one sergeant, five officers, and a dispatcher. A second dispatcher also works between the hours of 11 a.m. and 11 p.m. to assist during the Department's busiest hours.

Day shift officers are on patrol when a majority of the City's thriving business and residential communities are active. As a result, officers routinely have face-to-face interactions with residents, business owners, customers, and visitors.

Ferndale has several main roadways that run directly through the heart of the city or constitute border streets, including

Woodward Ave., Eight Mile Rd., and Nine Mile Rd. This amounts to a high volume of traffic, causing a relatively high number of vehicle accidents; in 2019, our officers investigated more than 653 traffic crashes within the city.

Officers assigned to the day shift interact with the 43rd District Court, located across the street from the Police Department, on a consistent basis. Officers regularly handle the processing, transport, arraignments, and confinement of prisoners from the Oakland County Jail.

Officers are also heavily involved in community events throughout the year, most notably the Woodward Dream Cruise. The Department also coordinates planned events with the City's residents, businesses, and schools.

Night Shift



Lieutenant
Jason Collett



Lieutenant
Timothy Andre

Midnight Shift A is commanded by Lieutenant Jason Collett. Midnight Shift B is commanded by Lieutenant Timothy Andre.

Similar to day shifts, each shift also consists of one sergeant, five officers, and a dispatcher.

In comparison to day shift officers, midnight shift officers are required to alter their patrol focus to balance the safety and security of sleeping residents and a busy downtown filled with bars, nightclubs, and restaurants.

Officers understand the need for extra patrol and visibility in Ferndale's downtown area, which is why a downtown detail is implemented each weekend throughout the year as part of the Department's community-policing focus. This allows the Department's officers to maintain an exceptional working relationship with area businesses while also working to address issues and complaints successfully and efficiently. Additionally, officers monitor local ordinance compliance, including liquor license requirements.

Midnight shift officers are also required to patrol the neighborhoods and businesses outside of the scope of downtown. Although the Department typically handles a lower call volume and number of dispatched runs during the nighttime hours, property crimes are typically more prevalent when the majority of the City is shut down.

Given these circumstances, officers are expected to investigate suspicious circumstances, vehicles, and people in an effort to prevent crimes before they occur.

Detective Bureau



Detective Lieutenant
Casey O'Loughlin

The Ferndale Police Department Detective Bureau is commanded by Detective Lieutenant Casey O'Loughlin.

The Detective Bureau consists of three detectives and three officers who investigate a broad variety of cases and regularly work in unison with the Patrol Division. The Detective Bureau is ultimately assigned cases that are generated by the Patrol Division; detectives work closely together to assign cases so that they are effectively managed and investigated to the fullest extent possible.

Detectives have an important role in taking a case from the beginning report phase to prosecution. Critical skills and abilities include time management, interview skills, evidence collection, and attention to detail.

The Detective Bureau frequently serves a dual-purpose role, both by handling the behind-the-scenes work in generating warrants and paperwork related to cases, as well as spending time in the field performing investigative duties.

In 2019 alone, the Detective Bureau reviewed more than 1,500 case reports, including assault, theft, and weapons offenses. The thorough review of these cases resulted in the issuing of nearly 500 warrants.



CrimeMapping: Data at Your Fingertips

To offer citizens a closer look at the cases they investigate, the Ferndale Police Department partners with **CrimeMapping.com**, an online data tool that provides valuable information about recent criminal activity in Ferndale and surrounding areas. The site features advanced mapping and search functions to make it easy for

residents to access reports about recent crimes—OWI (Operating While Intoxicated) arrests, thefts and larcenies, vandalism, fraud, and more. The Department makes this data available as part of their community-policing initiative, helping citizens to be and stay informed about what's happening in their city.

Significant Cases

The following information relates to major cases involving the Ferndale Police Department. Each situation reflects a combined effort between the Patrol Division and the Detective Bureau to investigate within the accordance of the law, and bring justice to the victims and accountability to those responsible.



Burglars Caught in the Act During Home Invasion

In January of 2019, during a routine call for service, Ferndale officers located a broken lock box typically used on vacant residences. Officers—aware that several vacant residences in the City had been recently burgled—began searching nearby houses. During the search, officers located an unsecured vacant residence with a water heater near the back door. No one was discovered inside, and officers

began surveilling the house believing that the suspects would return for the appliance. Shortly after, a vehicle approached and two suspects entered the residence. Officers approached and apprehended the suspects as they began moving the water heater towards the vehicle. The suspects were ultimately arrested and charged with home invasion.

Apartment Complex Shooting

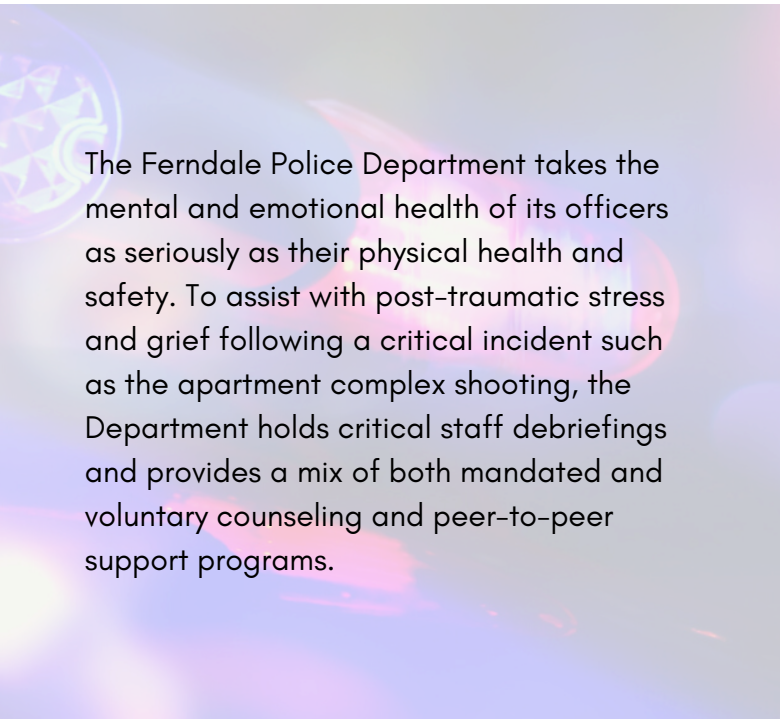
In June of 2019, Ferndale officers responded to an active shooter at a Ferndale Housing Commission apartment complex within the City. Officers arrived and discovered that the shooter had barricaded himself inside a room on the second floor. After checking for injured subjects and securing the facility,

a coordinated effort was undertaken with the assistance of several outside agencies to maintain control of the situation and to attempt to make contact with the subject.

Ultimately, the Oakland County SWAT Team used a robot to gain entry to the room and discovered that the subject had perished from a self-inflicted gunshot injury. Further investigation revealed that the subject was involved in a dispute with another resident and fired several shots through the resident's front door before retreating to his own room. Fortunately, no other residents or emergency response personnel were injured.

Over the next several months, the Ferndale Police Department worked hand in hand with the Ferndale Housing Commission and the complex's staff to maintain peace and assure the safety of the residents as the community worked to overcome the troubling incident.

Officers actively engaged the community by conducting extra patrols of the complex, interacting with the residents on a daily basis, answering questions, and maintaining a presence.



The Ferndale Police Department takes the mental and emotional health of its officers as seriously as their physical health and safety. To assist with post-traumatic stress and grief following a critical incident such as the apartment complex shooting, the Department holds critical staff debriefings and provides a mix of both mandated and voluntary counseling and peer-to-peer support programs.

Night Club Shooting



In August of 2019, Ferndale officers responded to a nightclub in the City for a shooting that had just occurred.

Officers arrived and discovered a male subject on the sidewalk; he had been shot several times. Patrons were fleeing out the front door of the nightclub. Several guns could be seen near the shooting victim.

Once the scene was considered safe and first aid was rendered to the shooting victim, officers began securing the crime scene and interviewing subjects at the club.

Further investigation revealed that an altercation had taken place between club security and patrons. During the altercation, at least one patron and several security guards withdrew handguns and a shootout took place on the sidewalk in front of the club. It was determined that the shooting victim initially found on the sidewalk was involved in the altercation inside the nightclub.

The incident remains under investigation.

Vehicle Thieves Located at Oakland Mall

In September of 2019, several Ferndale residents fell victim to car thefts. The Detective Bureau immediately began investigating the thefts and were able to locate one of the stolen vehicles within a week at a gas station in Detroit.

Over the next month, Ferndale detectives led a coordinated effort with several outside agencies that culminated in a search warrant served at a residence in Detroit. This ultimately led to the recovery of stolen vehicles from several cities surrounding Ferndale, and the apprehension of three subjects located in three different stolen vehicles at Oakland Mall in Troy.

Four subjects were arraigned on charges, including larceny from auto, unlawful driving away of an automobile, and possession of stolen financial transaction devices. In total, eleven stolen vehicles were located.

Investigators believe the group arrested was responsible for nearly half of the reported car thefts in the City over the past year.

Units and Teams



Professional Standards Unit and Accreditation



Sergeant Baron Brown

In 2018, the Ferndale Police Department underwent a rigorous assessment by KRW Associates, a professional-standards organization brought in to evaluate the Department. Following a key recommendation from the Assessment Report, the Department established its first Professional Standards Unit, led by Sgt. Baron Brown.

Since developing the new Professional Standards Unit, Sgt. Brown has led the Department through a year-long process of updating nearly every policy and procedure related to the functionality of the Department and its officers. This process is officially known as Accreditation.

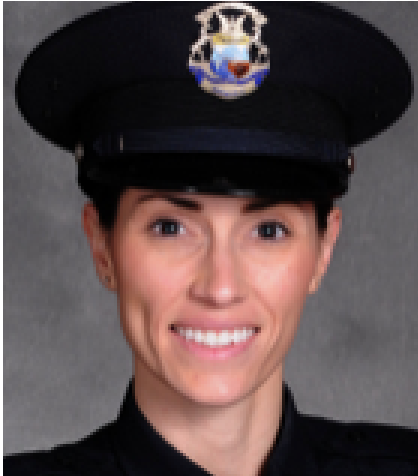
Although there are a number of reasons for seeking to achieve Accreditation, as well as many advantages for doing so, the Ferndale Police Department has focused on creating a shared standard of service that helps recognize law enforcement as a true profession. All other professions share common industry standards, and we believe that policing should be no different.

The Accreditation process has been standardized by the Michigan Association of Chiefs of Police (MACP) and, more specifically, the Michigan Law Enforcement Accreditation Commission (MLEAC).

Following Sgt. Brown's thorough inspection and update of the Department's policies and procedures, the MLEAC will assess the Department on 105 points to ensure that the standards requirements have been appropriately met.

Once the process is complete, the Department will enjoy an enhancement in overall effectiveness and efficiency; improved cooperation with other law enforcement agencies; and an increase in both citizen and employee confidence in the goals, objectives, policies, and procedures of the Ferndale Police Department.

Community Engagement Officer



Officer Jillian
Malhmeister

In an effort to bolster the Police Department's relationship with the Ferndale community, the Department established its first Community Engagement Officer position in July of 2016.

Officer Jillian Malhmeister has since succeeded Sgt. Brown in the position and continues to work on the Department's transition towards an innovative, community-oriented policing model. Through this model, the Department has focused on reorganizing efforts towards the community, and ultimately the people it strives to protect.

Officer Malhmeister prioritizes this commitment by meeting with residents and local leaders, becoming involved with community groups and organizations, and familiarizing direct contact with the Department through the Citizens Police Academy.

School Resource Officer



Officer Allison Shank

While the Ferndale Police Department prides itself on promoting a safe and secure environment for residents and daily visitors alike, the Department has also made a commitment to the children and students of the Ferndale Public School District.

In September of 2017, Officer Allison Shank was assigned as the Ferndale Police Department's School Resource Officer. Since accepting the position, Officer Shank has fostered a professional and positive working bond with staff and students throughout the City. In addition to her day-to-day tasks and high visibility in the district during school hours, Officer Shank routinely attends after-school events, promoting a constructive relationship between herself, staff, and students outside of the classroom.

Officer Shank reports directly to the Detective Bureau and routinely works with detectives, prosecutors, and juvenile outreach programs, investigating possible criminal juvenile complaints in order to provide the best and most impactful opportunities for student growth.

Records Division



Tamica Brooks

The Records Division consists of two records clerks and two property officers.

Tamica Brooks currently serves as the Department's chief 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.

Record services include maintaining the Department's electronic records system (CLEAR), processing FOIA (Freedom of Information Act) requests, fingerprinting, issuing crime and accident reports, and providing requested report information to the City Attorney's Office and 43rd District Court.

Narcotics Enforcement Team

The Oakland County Narcotics Enforcement Team (NET) is comprised of officers from around the Metro-Detroit area. These officers typically function as an undercover unit. The Ferndale Police Department currently has one officer assigned to this unit.

The main function of the enforcement team is to investigate, apprehend, and prosecute individuals involved in the delivery of controlled substances. In 2019, 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 Agency (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.

SWAT Team



In 2018, after serving the Metro-Detroit area community for several years, the Southeast Oakland Special Weapons and Tactics (SWAT) Team was officially disbanded. Since then, the Ferndale Police Department has assigned two officers to the larger Oakland County SWAT Team—a highly skilled, trained group of officers selected from departments throughout the region. Oakland County SWAT responds to critical situations involving barricaded shooters, high-risk warrant arrests, and civil disturbances.

The appointed officers recently attended training for the program and are now serving as official members of the team.

Mobile Field Force

OakTac assists the public with major incidents, including crowd control techniques and disaster preparation through the Federal Emergency Management Agency (FEMA). The appointed officers regularly attend training sessions and are extremely active in the program.



FEMA

FBI Violent Crimes Task Force

The Ferndale Police Department will begin assigning an officer to the FBI Violent Crimes Task Force in 2020. The assigned officer will work directly with the FBI on the investigation of violent criminals and incidents in the Metro-Detroit area.



Additional Units

As the Department continues to move forward in alignment with its core values and the recommendations of the 2018 departmental assessment by KRW Associates, several new progressive appointments have been developed and were subsequently implemented in 2019.

- Beginning in January of 2019, the Ferndale Police Department established a Michigan Indigent Defense Council (MIDC) position, created to facilitate interaction between court-appointed attorneys assigned to the indigent defense council mandate and prisoners.
- Officer Jillian Mahlmeister held the position of MIDC Officer from January through June of 2019, after which she was named the Department's new Community Engagement Officer. Officer Chris Wiacek was selected to serve as the Department's next MIDC Officer.



Auxiliary Unit

In 1956, the City of Ferndale established the first unit of police auxiliary. As of 2019, there are 14 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 on vacation.

The unit also provides assistance to Ferndale police 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.

Community Involvement



Special Events



The City of Ferndale has always been actively involved in promoting events, fairs, festivals, and gatherings within the City. These have grown extensively over the past decade, with downtown Ferndale now serving as a hub for arts, cultural, and food- and -drink-based festivals and events.

In 2019, Ferndale continued to add even more special events to the calendar. Lt. Shane Ptak, the Special Events Liaison for the Ferndale Police Department, oversees events and ensures that laws are followed, rules are

set and followed, and events are safe for the community to attend and enjoy. To make this happen, staff from multiple City departments—including Police, Fire, Public Works, and City Hall Administration—form a special-event oversight committee and meet extensively with event promoters before, during, and after events to make sure they run smoothly. Meetings are conducted post-event to examine the successes and challenges; we ask ourselves what went right and what went wrong, and how we can prevent any issues from arising in the future.

During each event, the Special Events Liaison coordinates with local, state, and federal authorities regarding any threats or perceived issues. In planning the event, the liaison takes into consideration laws regarding liquor control as well as crowd control and safety.

In 2019, the City of Ferndale hosted more than 16 events ranging from small activities to large-draw festivals. The bulk were medium-sized community and family events, including the Downtown Bike Rodeo, Clean the Ferndale Up!, Get Reel Movie Nights (held monthly throughout the summer), Fido Does Ferndale dog parade, and Holiday Ice Festival.

Ferndale continued its tradition and honor of hosting the oldest consecutive Memorial Day Parade, which celebrated its 101st anniversary in May. In June, the Rainbow Run kicked off the annual Ferndale Pride Festival, which saw thousands of people gathering in the downtown area to celebrate LGBTQ diversity. In August, Ferndale, along with several other cities along the Woodward corridor, participated in the automotive heritage event that is the Dream Cruise, bringing tens of thousands of people to Woodward Avenue to celebrate their love of classic automobiles.

The safety of the citizens of Ferndale, as well as of those visiting and spending time in our city, is the Police Department's core focus and emphasis when planning and implementing the City's special events.

Citizens Police Academy

After a several-year pause, the Ferndale Police Department reintroduced its Citizens Police Academy in 2016. The first cohort was held in October 2016, and spaces for the program filled quickly.

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, with applicant registration available through the City's website. The academy is open to people who reside, work, or attend religious services in Ferndale.



Hope Not Handcuffs



Beginning in January of 2017, the Ferndale Police Department became the first law enforcement agency in Oakland County to take part in the Hope Not Handcuffs Program, formed in conjunction with the Families Against Narcotics and Police Assisted Addiction Recovery Initiative.

The Program's aim is to help citizens struggling with addiction and recovery to seek assistance

and avoid arrest. Those in need of immediate help are asked to come to the lobby of the 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 transport and other needs.

Following treatment, individuals receive referrals for continued support to reinforce treatment and healthy living. Local partners involved in the program include every police department in Macomb County, the Michigan State Police, Harper Woods Police, as well as Macomb County Office of Substance Abuse, CARE of Southeast Michigan, Medstar and Universal Ambulance companies, and numerous treatment facilities.



Officer-to-Industry: Engaging the Business Community

Police Sergeant Janessa Danielson works one-on-one with the Ferndale business community by providing essential safety education on topics ranging from active-shooter preparedness to office/facility safety. Here is one example:

"I would like to recognize and commend Sgt. Janessa Danielson and the Ferndale Police Department for providing outstanding workplace violence prevention training programs and support. Over the past year and a half, Sgt. Danielson has trained more than 140 of our

employees in best practices to promote a safe work environment. Her presentations have been informative, impactful, and empowering. She also supported our safety efforts by touring our facility and providing resources to help improve our processes. Sgt. Danielson has exceeded our expectations and we are honored and grateful to have partnered with her. Thank you for supporting our colleagues with this life-saving program."

Karey Crozier, Human Resources Director
Ferndale Pharma Group, Inc.

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.

Three years of research and testing went into the implementation of the Department's body-worn camera program launch. With the intent to increase trust and legitimacy within the community, as well as provide valuable evidence for criminal prosecutions and investigations, the launch was deemed successful and the program was fully implemented in 2017.

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.

Each Ferndale Police officer is outfitted with:

- A patrol vehicle-mounted camera
- A microphone recording system
- An individually-issued body-worn camera

The program has allowed the Department to establish a more transparent working relationship with the community and general public.

Use of Force and Fair and Impartial Policing



Use of Force

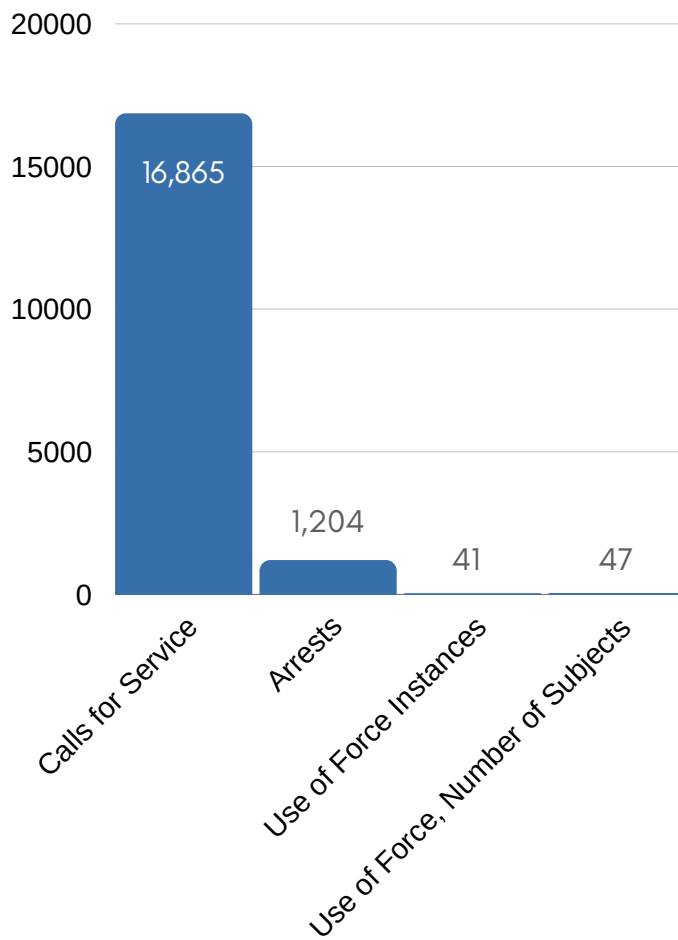
Each year, the Ferndale Police Department documents a thorough review of incidents involving the use of force. These documented applications range from physical control techniques to the use of a firearm.

Following any incident in which force has been used, the Department follows a rigorous internal process:

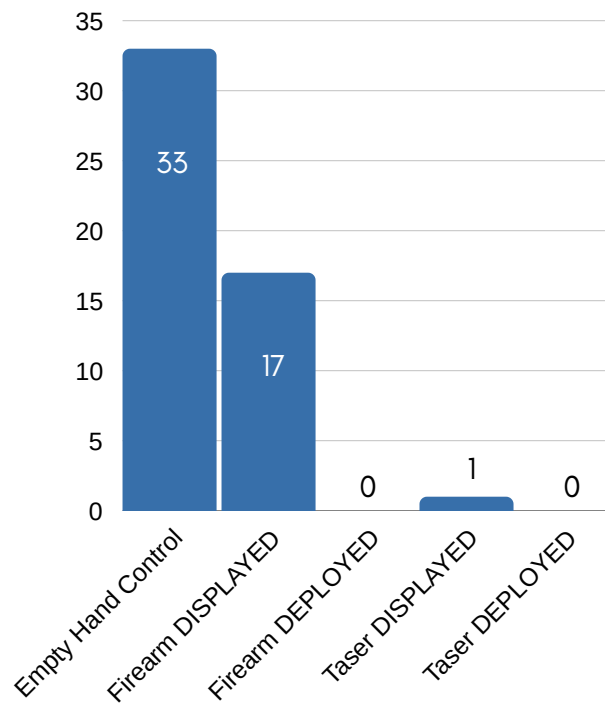
documentation, a series of high-level checkpoint reviews, and ultimately a designation as to whether the officer's actions were found to be within or outside the scope of the Department's official Use of Force Policy.

The following provides a look at the Department's 2019 data relating to use of force.

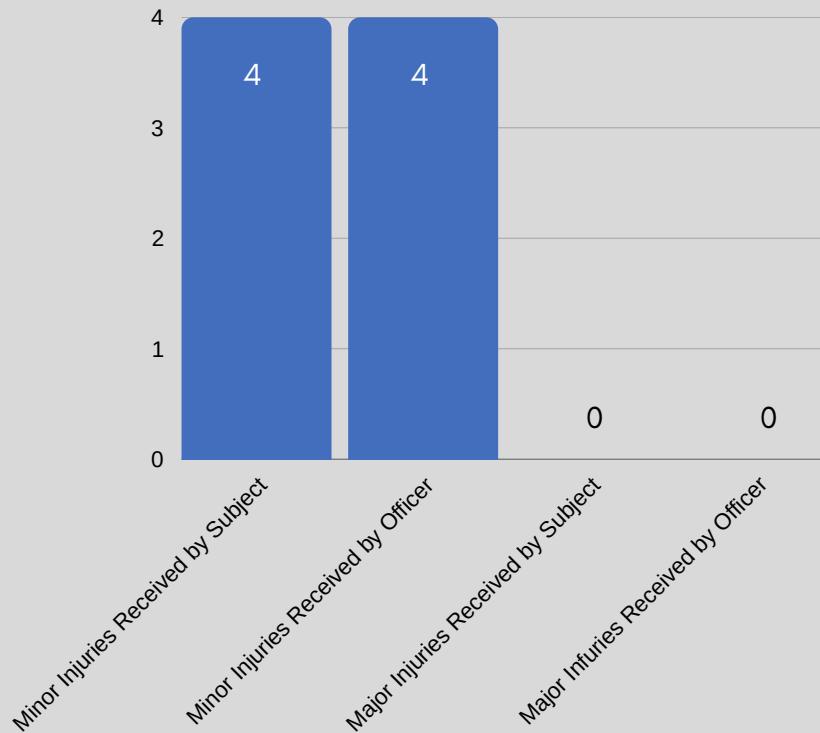
2019 Calls for Service, Arrests, & Uses of Force



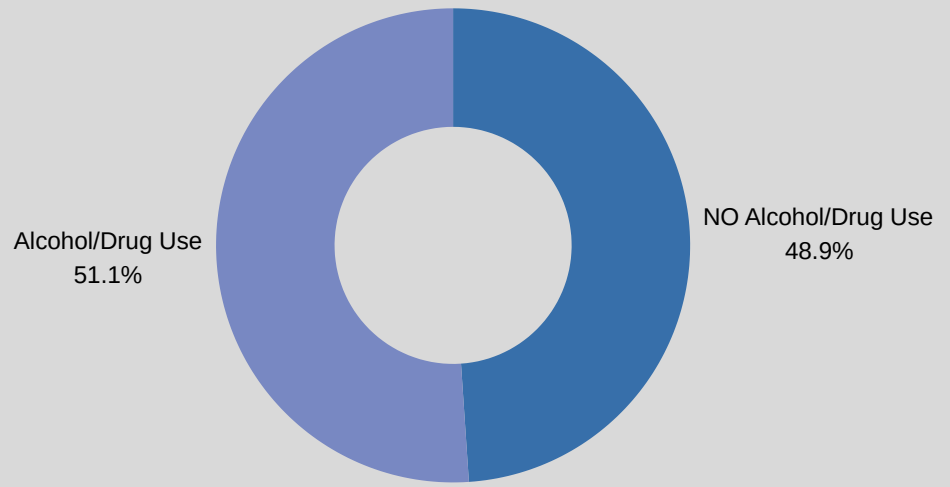
2019 Use of Force Control Method



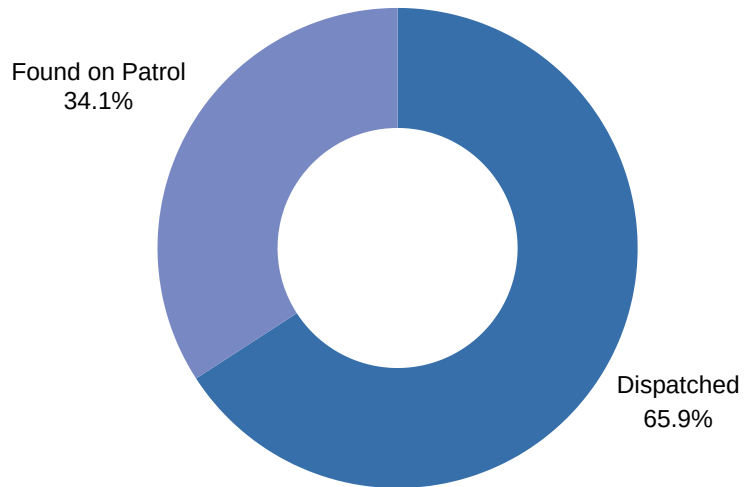
2019 Use of Force Injuries



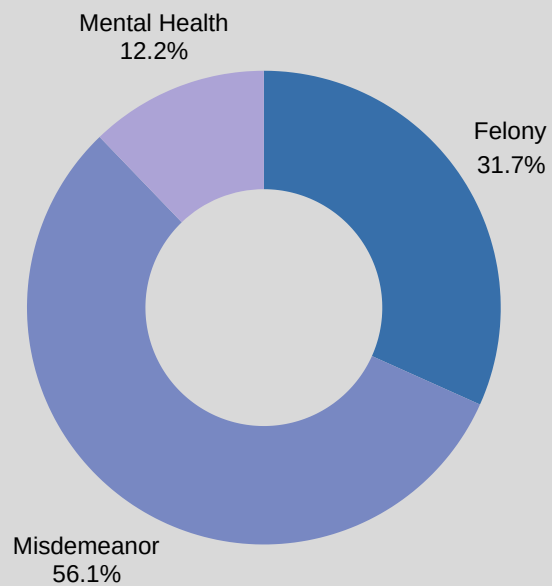
2019
Use of Force
Subject Alcohol/
Drug Use



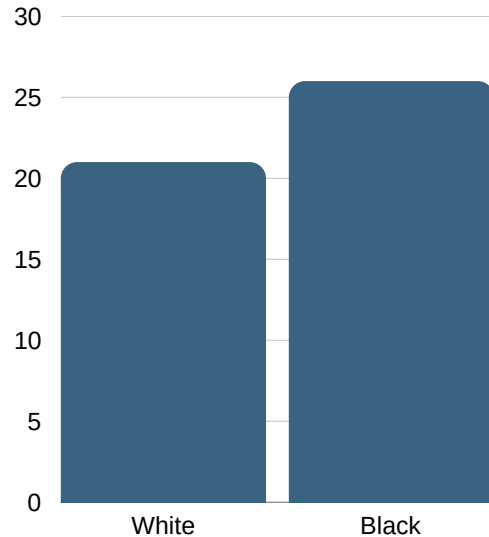
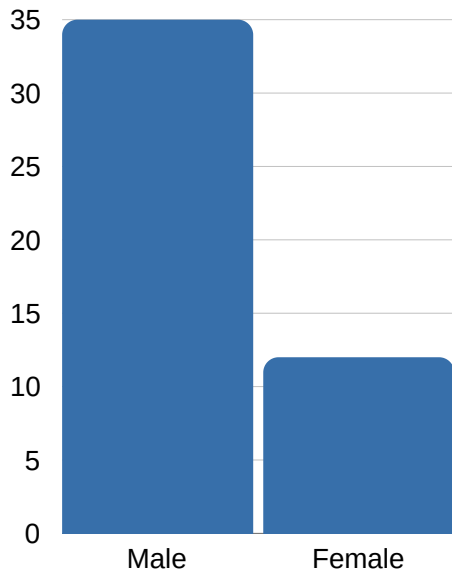
2019 Use of Force
Initial Contact
with Subject



2019 Use of
Force Source of
Incident



2019 Use of Force Subject Demographics



As a means of continued education, community service, and transparency, the Ferndale Police Department created a Use of Force Training Unit in 2019. This unit is staffed by three officers and two sergeants, each of whom are instructors in a variety of areas, including Simunition (non-lethal ammunition training), pistols and rifles, tasers, LOCKUP arrest and control, and more.

The Use of Force Unit conducts trainings throughout the year: handcuffing refresher, arrest and control tactics, traffic stop refresher, felony stop tactics, quarterly pistol qualification, annual outdoor rifle qualification, and taser recertification.

Ferndale's Use of Force Training Unit conducted its first in-service trainings for the Ferndale Police Department at the Oakland Police Academy CREST Center in 2019. The CREST Center is a simulated city built on the campus of Oakland Community College that is used solely for police training.

The training unit conducted reality-based training at CREST, putting officers through a variety of scenarios developed using incidents that occurred in Ferndale as well as across the nation. The scenarios ranged from traffic stop and arrest procedures to deadly force encounters. During the training, officers drove Ferndale police cars and were armed with real pistols that have been converted to shoot Simunition training rounds.

The entire Ferndale Police Department also went through Integrating Communications, Assessment, and Tactics (ICAT) training during the first six months of 2019. ICAT is a training program that provides first-responder police officers with the tools, skills, and options they need to successfully and safely defuse a range of critical incidents. ICAT takes the essential building blocks of critical thinking, crisis intervention, communications, and tactics, and puts them together in an integrated approach to training.

Fair & Impartial Policing

Beginning in 2017, the Ferndale Police Department began a serious inspection of its officers' abilities to police properly as it relates to fair and impartial policing—more specifically what is referred to as “implicit bias.” Each officer attended an off-site training that focused on the effect of implicit bias on officers. This training also gave officers the information and skills needed to reduce and manage their biases. The Department also began a quarterly review of each officer's actions while on patrol and through various interactions with the public.

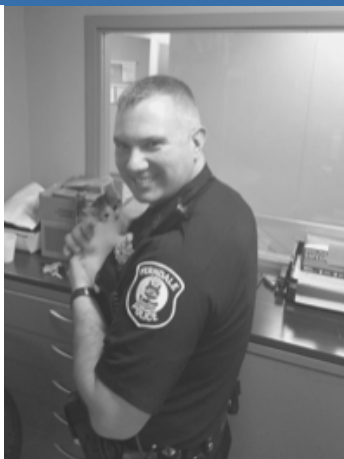
ICAT: A New Way of Thinking About Use-of-Force and Bias Training

Since early 2019, the Ferndale Police Department has incorporated ICAT—Integrating Communications, Assessment, and Tactics, an innovative new training program for law enforcement first responders—into their departmental training. ICAT is designed to provide a new approach to situations involving persons who are unarmed or are armed with weapons other than firearms, and who may be experiencing a mental health or other crisis. The training program is anchored by the Critical Decision-Making Model, which helps officers assess situations, make safe and effective decisions, and document and learn from their actions. ICAT emphasizes scenario-based exercises as well as lecture modules and case-study opportunities to accommodate a variety of learning styles.



ICAT Critical Decision-Making Model

Recruitment



Recruitment

The Ferndale Police Department is committed to staffing a professional and well-trained police workforce that is representative of the composition of the community it serves. The Department currently has a comprehensive recruitment plan, designed primarily to recruit and hire the best-qualified candidates available for each sworn position.

When a position opens within the Department, preliminary searches typically include the issuance of job application forms, applicant searches at certified police academies, the placement of internal job postings, the drafting and review of advertising copy or literature, and participation in job fairs at local colleges, universities, and other institutions.

The Department makes diversity recruitment a top priority, actively working to engage members of underrepresented communities and promote opportunities within the team:

- Advertising positions across a variety of channels, including the National Minority Update, Glassdoor, Between the Lines, LinkedIn, and more;
- Updating requirements to give experience allowances for active duty service time;
- Performing outreach with the Military Police Reserves;
- Having Ferndale officers actively recruit in the course of business/day-to-day interactions with citizens; and more.

By increasing Ferndale's visibility across local and regional communities and police academies, updating requirements and policies, and working to develop a new comprehensive recruitment and hiring policy through the ongoing Accreditation process, the Department hopes to continue building interest in law enforcement and promoting the City of Ferndale as an attractive, equitable, community-oriented place to work.

If you're interested in learning more, please visit the City's website, www.ferndalemi.gov, for openings and additional information about benefits and the recruitment process.

