



2021

Ferndale Police Annual Report



FERNDALE

Table of Contents

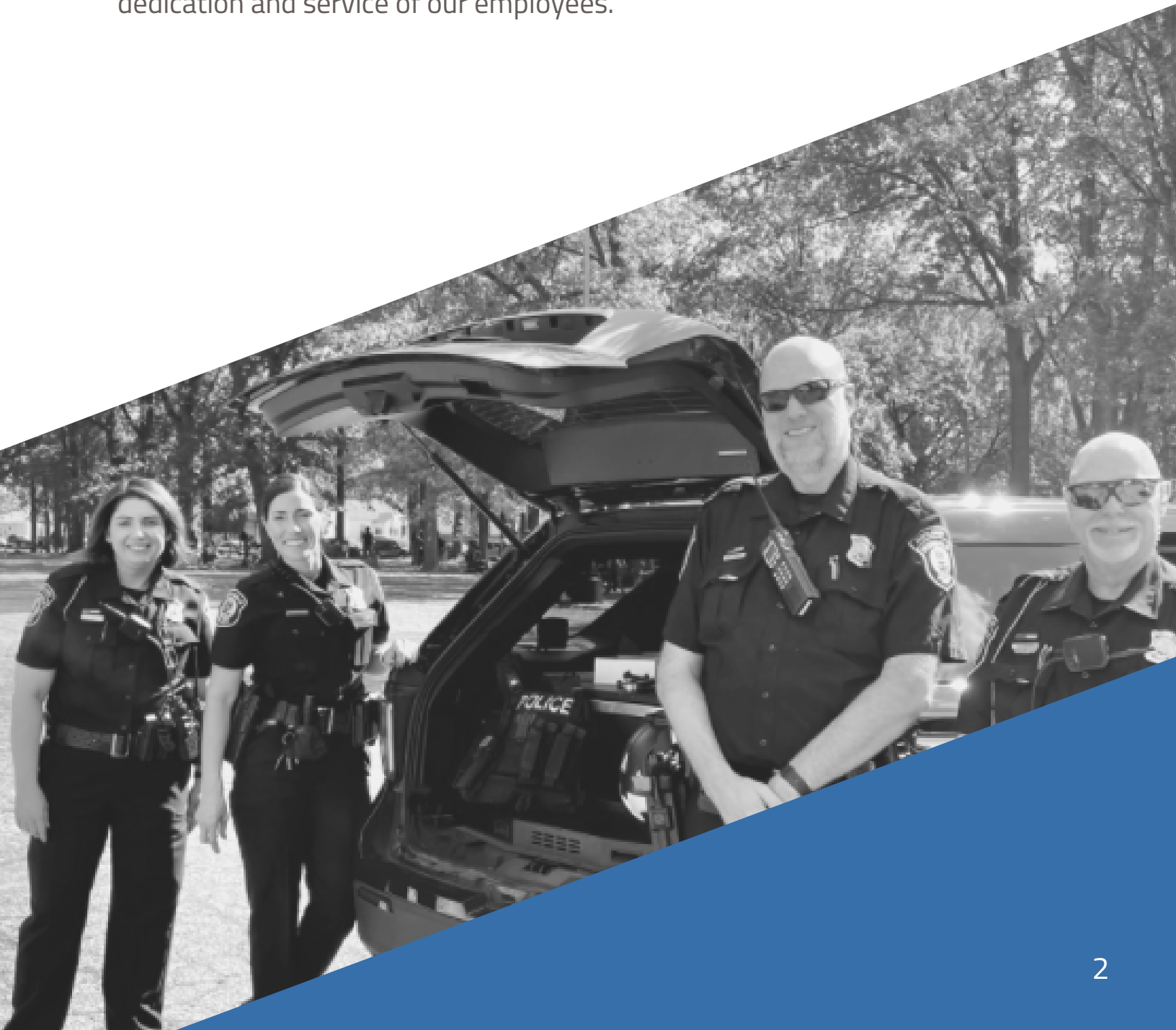
| | |
|---|----|
| Mission/Vision/Values..... | 2 |
| New Hires, Promotions, & Retirements..... | 4 |
| Recruitment..... | 5 |
| Patrol Division..... | 6 |
| Significant Cases..... | 11 |
| Units & Teams..... | 14 |
| COVID-19 Precautions..... | 21 |
| Special Events..... | 23 |
| Fair & Impartial Policing & Use of Force..... | 26 |
| Community Health & Human Services..... | 34 |

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.



Our 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.

2021 New Hires, Promotions, & Retirements

RETIREMENTS

- Officer Jeffery Pearce, retired March 2021 after 30 years of service
- Detective Brendan Moore, retired October 2021 after 34 years of service

PROMOTIONS

- Chief Dennis Emmi was promoted on January 1, 2021
- Captain David Spellman was promoted on January 1, 2021
- Lieutenant Daniel Kuzdzal was promoted on January 1, 2021

NEW HIRES

- Officer Thomas Bajorek: February 2, 2021
- Dispatcher Steven Wasik: February 8, 2021
- Dispatcher Jessica Warthen: April 5, 2021
- Dispatcher Jeremy Shepherd: April 19, 2021
- Dispatcher Tara Gallagher: April 20, 2021
- Officer Christopher Wioskowski: May 3, 2021
- Officer Jeremy Meinke: May 4, 2021
- Officer Nicholas Harding: May 14, 2021
- Officer Joseph Milobar: May 17, 2021
- Officer Andrew Roth: June 1, 2021
- Officer Eric Marochek: August 16, 2021
- Dispatcher Brendan Walker: September 13, 2021



Recruitment

Ferndale continues to hire new officers with prior experience, as well as directly from the academy. The Ferndale Police Department strives to hire and retain talented, well-rounded officers to serve and protect the City of Ferndale. The Department currently 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 within the department, the recruitment team seeks out qualified candidates by issuing job application forms, speaking with qualified applicants at certified police academies, placing internal job postings, as well as participating in job fairs at local colleges and universities. Those interested can also visit the City's website for further information related to 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 \$82,600

QUALIFICATIONS

- Completed EMPCO test and profile (Candidates without this will not be considered)
- Valid operator's license
- Minimum two years of college credit (60 credits), OR four years of active military duty with honorable discharge, OR five year of sworn law enforcement experience
- In excellent health; eyes corrected to 20/20
- Free of criminal background
- Passed the MCOLES reading and physical tests
- Reasonable knowledge of State and Local laws and ordinances
- Reasonable knowledge of the geography, streets, and important locations in Ferndale
- Reasonable knowledge of modern police practices and procedures
- Reasonable knowledge of traffic rules and regulations
- Skill or ability to attain skill in the use of firearms
- Ability to react calmly and quickly in emergency situations
- Ability to prepare accurate, written records and reports
- Mental alertness and good powers of observation
- Good physical condition, strength and agility
- Ability to work effectively with other employees and the public

WHAT WE WANT

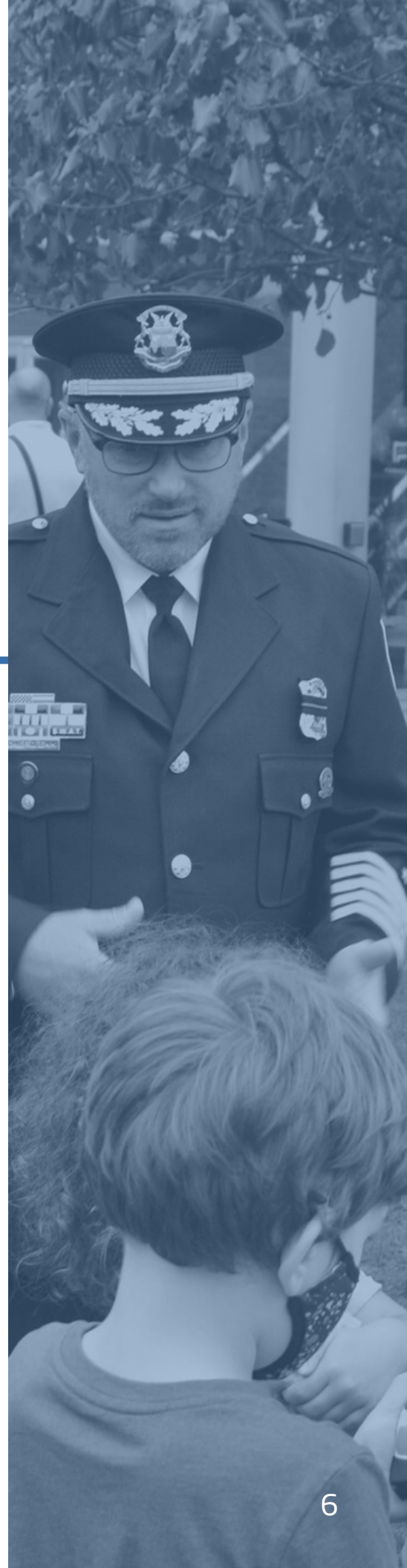
The City of Ferndale Police Department is looking for the best-of-the-best Police Officer—not just anyone, but the right one.

Do you believe in community-focused policing, proactive detective and investigative work, and a true team atmosphere? If so, you may be our person.

FERNDALE

FERNDALE

Patrol Division



Patrol Division



Cpt. David Spellman

The Patrol Division is commanded by Captain David Spellman. In 2021, the Division saw two retirements and the hiring of seven new officers, bringing the total number of sworn officers to 38. They also hired five new 911 dispatchers.

Ferndale's Police Department has experienced a transition in recent years. Veteran officers have begun to retire, with younger officers taking their places. The Department has a renewed focus on customer-service-oriented policing, building upon an already stable foundation of trust and transparency with the public.

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 or emergency (911) system. Residents also have the option of requesting assistance with non-emergency issues—such as parking complaints—through the City's SeeClickFix app. These online requests are monitored daily by the Department, and most issues are resolved within 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 the shifts. The day shift patrol is on duty between the hours of 7 a.m. and 7 p.m., while the night shift patrols between the hours of 7 p.m. and 7 a.m.



Day Shift



Lt. Shane Ptak



Lt. Timothy Andre

Day shift A is commanded by Lieutenant Shane Ptak. Day shift B is commanded by Lieutenant Timothy Andre. Each shift consists of one sergeant, five officers, and at least one dispatcher. The Police Department has recognized the need for two dispatchers per shift and has been working to fill these positions.

Day shift officers patrol when the City's businesses and government are open to the public. This allows officers to have contact with business owners, visitors, and City Hall and Court employees. Ferndale has several main roadways that run directly through the heart of the city or act as border roads, including Woodward Ave., Eight Mile Rd., and Nine Mile Rd. As a result, officers routinely have face-to-face interactions with business owners, residents, customers, and drivers who pass through the city. A large amount of traffic passes through Ferndale each day, resulting in officers investigating frequent traffic accidents. In 2021 alone officers investigated more than 600 traffic crashes within the city.

Officers assigned to day shift also interact with the 43rd District Court on a daily basis. Officers regularly handle prisoner processing, transport, arraignments, and confinement of prisoners for the Oakland County Jail.

Day shift officers are involved in numerous community events that take place throughout the year. The Department regularly coordinates planned events with the City's residents, businesses, and schools.

Night Shift



Lt. Jason Collett

Midnight shift A is commanded by Lieutenant Jason Collett. Midnight shift B is commanded by Lieutenant Daniel Kuzdzal. Like the day shifts, each shift consists of one sergeant, five officers, and at least one dispatcher.

In comparison to day shift officers, midnight shift officers are required to alter their patrol focus to balance their efforts on both the safety and security of sleeping residents as well as on downtown Ferndale. The downtown district includes bars, gas stations, restaurants, and 24-hour convenience stores. The Department understands the need for extra patrol and visibility in the downtown area.

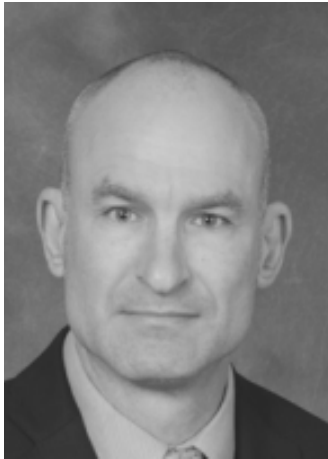


Lt. Daniel Kuzdzal

Due to this need, there has been a bar/downtown detail implemented each weekend throughout the year. This allows the Department's officers to maintain an exceptional working relationship with area businesses, while also addressing issues and complaints efficiently. Officers monitor local ordinance compliance, as well as liquor license requirements.

Midnight shift officers are required to patrol the neighborhoods and businesses outside of the scope of downtown as well. Although the Department typically handles a lower call volume at night, property crimes are more prevalent during the nighttime hours when the city and businesses are closed. Officers are expected to investigate suspicious circumstances, vehicles, and people to prevent crimes before they occur. Officer presence in the neighborhoods acts as a deterrent for criminals, and officers have caught many crimes occurring while on patrol.

Detective Bureau



Det/Lt. 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 wide variety of complaints. The detectives regularly work in unison with the Patrol Division. The detectives are assigned cases by the Detective Lieutenant, after which the detectives investigate and oversee the case through to trial.

Detectives have an important role in taking a case from the beginning report phase through prosecution. Specialized skills and abilities are necessary, including time management, interview skills, 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 going into the field to perform investigative duties. In 2021 alone the Detective Bureau reviewed over 1,100 case reports, including assault, kidnapping, armed robbery, home invasion, and weapons offenses. Thorough reviews of these cases resulted in approximately 399 warrants issued.



FIND MORE ONLINE

Interested in learning more about the Ferndale Police Department's divisions, cases, data, and more?

Visit the Department's website for:

- Citizen forms
- Crime mapping reports and notices
- Transparency Dashboard open data about arrests, cases, investigations, policies, and more (launched 2021)

Significant Cases

The following information relates to major cases involving the Ferndale Police Department in 2021. Each situation reflects a combined effort from both the Patrol Division and the Detective Bureau to investigate in accordance with the law, provide justice to victims, and bring accountability to those responsible.



Attempted Sexual Assault at 7-Eleven



In July 2021, Ferndale Police responded to 7-Eleven for an attempted sexual assault. The clerk reported that an unknown male entered the store and was behaving strangely. After several minutes, the male began making comments to the clerk that made her uncomfortable. The male came behind the counter and attempted to assault the clerk. She fought off the suspect and he fled, walking east on 9 Mile Rd. Officers searched the area immediately following the incident but were unable to locate the suspect.

A Ferndale Police Department evidence technician officer conducted a thorough investigation, retrieving fingerprints from the scene. Detectives viewed surveillance footage and obtained a detailed description of the suspect. Ferndale detectives worked with the Detroit Police Department in identifying the suspect, and he was arrested and charged with Assault to Commit Sexual Penetration.

Home Invasion with Stolen Firearm

In August 2021, Ferndale Police units were dispatched to a residence after the homeowner discovered a burglar reaching in through a side window to steal their laptop. The suspect fled and was on foot in the area. Officers were quick to set up a perimeter and contact Oak Park's K9 officer unit for their assistance. FPD utilized neighboring departments, as well as the Michigan State Police helicopter, to locate the suspect.



The suspect was apprehended without injury. After locating the suspect, officers recovered a stolen handgun in his possession. He was ultimately charged with Home Invasion as well as several other felony charges.

Armed Robbery

In August 2021, Ferndale Police units were dispatched to the area of W. Marshall Rd. and Livernois Ave. for an armed robbery that had just taken place. The victims were in their vehicle when the incident occurred. The suspect displayed a firearm and demanded that the victims empty their pockets. The suspect obtained several items from the victims and fled on foot. The Ferndale Detective Bureau worked with several county task forces in identifying and apprehending the suspect.

Armed Robbery of 7-Eleven

In August 2021, Ferndale Police were dispatched to 7-Eleven on a report of an armed robbery that had just occurred. The suspect fired a round from an AR-15 rifle into the ceiling of the business and robbed the clerk. The suspect was last seen running north on Pinecrest Dr. and turning west onto Withington Rd. Officers in the area located the suspect in a black sedan. After attempting to make contact with the driver, officers reported shots fired. Officers apprehended the suspect and stopped his crime spree.



After a detailed investigation, officers discovered that prior to the robbery at 7-Eleven, the suspect carjacked and shot the registered owner of the vehicle he was found driving. Officers potentially stopped a dangerous criminal from injuring more people and committing more crimes in the area.

Units & Teams



Professional Standards Unit & Accreditation



Sgt. Janessa Danielson

The Ferndale Police Department established its Professional Standards Unit, led by Sgt. Janessa Danielson, in 2018. In 2019, the Department underwent the yearlong process of updating nearly every policy and procedure to achieve compliance with state accreditation standards. Although there are several reasons why a department would seek Accreditation, 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 practices, and policing should be no different.

The Accreditation process has been standardized through the Michigan Association of Chiefs of Police and more specifically, the Michigan Law Enforcement Accreditation Commission (MLEAC). Following a thorough internal inspection and update of policies and procedures, the MLEAC assessed the Department on 105 standards to ensure that all had been properly met. Ferndale has been formally recognized as an Accredited department since October 12, 2020.

Being in our second year of Accreditation, the Ferndale Police Department continues to update policy, complete reports, and live up to the high standards established by the Accreditation process.



Community Engagement Officer



CEO Mahlmeister

In an effort to strengthen its relationships within the community, the Ferndale Police Department established the Community Engagement Officer (CEO) position in 2016. Officer Jillian Mahlmeister is in her third year as the Department's CEO, which allows her to work on the Department's community-oriented policing model—an effort centered around strengthening the Department's efforts with the community, and ultimately the people it serves to protect.

Ofc. Mahlmeister prioritizes the community's involvement with the Department by meeting with residents, local leaders, and business owners. She has become involved in several community groups and familiarized direct contact with the Department through the Citizen's Police Academy.



Records



*Tamica Brooks,
Records Coordinator*

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



Narcotics Enforcement Team

The Oakland County Narcotics Enforcement Team (NET) is comprised of officers from 24 agencies in Oakland County. These officers typically function as an undercover unit. The main function of the unit is to investigate, apprehend, and prosecute individuals involved in the delivery of controlled substances.



In 2021, NET officers conducted 366 investigations related to the delivery of narcotics. NET officers also confiscated a large amount of illicit drugs, as well as illegal guns.

Drug Enforcement Agency

The Ferndale Police Department also has one officer assigned to the Drug Enforcement Agency. Similar to NET, this officer works with a team of Federal Agents to investigate drug-related criminal activity. Our DEA officer was an integral part of a major cocaine bust in Ferndale, seizing over \$100k in assets.

SWAT Team



The Ferndale Police Department has assigned two officers to the Oakland County Special Weapons and Tactics (SWAT) Team. SWAT is a highly skilled and trained group of officers selected from only seven agencies in Oakland County. This team responds to critical situations involving barricaded gunmen, high-risk warrant arrests, and civil disturbances. The Ferndale officers on this team have been involved in a number of critical incidents in their years on SWAT.

Mobile Field Force



The Ferndale Police Department has assigned officers to assist the Oakland County Tactical Response Coordinating Group (OakTac) with the implementation of the Mobile Field Force. Thirty-four agencies now participate directly with this effort. OakTac assists the public with major incidents that occur throughout the state, including disaster preparation (FEMA).

The Ferndale Police Department has five officers assigned to Mobile Field Force; Captain Spellman serves as an executive field commander. Officers regularly attend training sessions and are extremely active in the program. COVID-19 has rescheduled several trainings for Mobile Field Force, but the group anticipates training dates in 2022.

Additional Units

In the past four years, there have been several new positions developed within the Ferndale Police Department. This adds additional resources to the Department and the City of Ferndale, and provides strategic opportunities for skilled officers.

MIDC: The Michigan Indigent Defense Council (MIDC) position was established at the Ferndale Police Department in January 2019. This position was created to facilitate interaction between the court-appointed attorneys assigned to the indigent defense council mandate and prisoners. The implementation of this program has aided prisoners who may otherwise not have access to adequate legal representation. In July of 2019, Ofc. Christopher Wiacek was selected to replace Ofc. Mahlmeister in this position.

Rigors of the COVID-19 pandemic required Ofc. Wiacek to return to the road to assist with regular patrol duties; however, he is scheduled to return to his MIDC position in 2022.

Oakland County FBI Gang & Violent Crimes Task Force



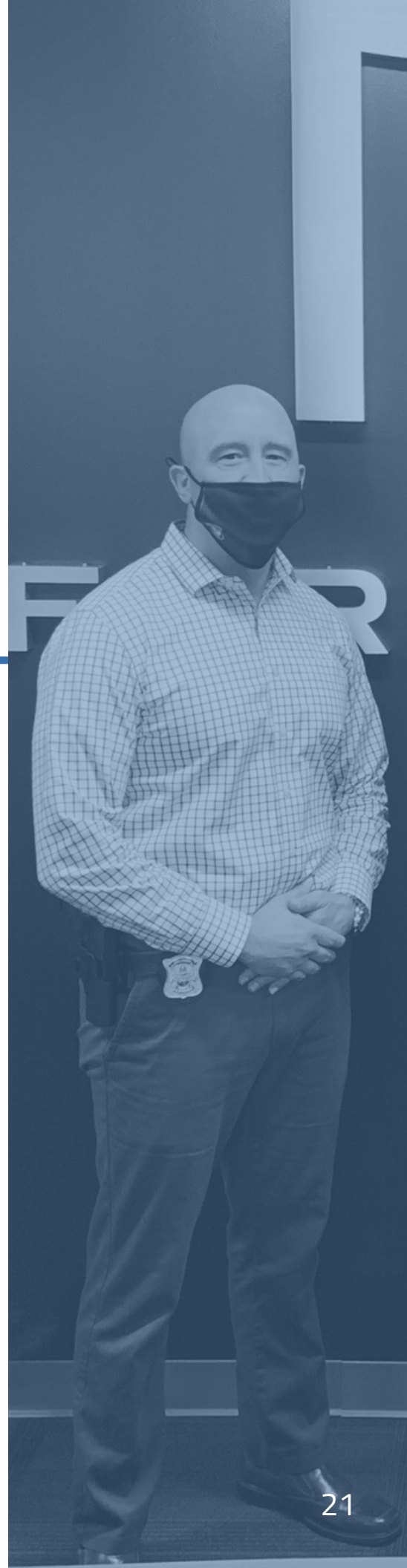
Beginning in 2020, the Ferndale Police Department assigned one officer to the FBI Violent Crimes Task Force. The assigned officer works directly with the FBI in the investigation of violent criminals and incidents in the metro Detroit area. The Department looks forward to fostering a productive relationship with the FBI and utilizing a vast array of resources to better understand violent crime and to keep the city of Ferndale as safe as possible.

Auxiliary Unit

In 1956, the City of Ferndale established its first unit of Police Auxiliary. As of 2021, there were 13 sworn Auxiliary Officers serving the community. Similar to sworn officers, auxiliary officers are required to pass a comprehensive background check and attend a reserve police academy. Sgt. Patrick Lemke serves as the coordinator of the Unit. The auxiliary unit is used in a variety of functions ranging from crowd and traffic control to securing the homes of residents who are away on vacation. Our Ferndale auxiliaries are often present at sporting events at Ferndale Schools and other special events hosted by the City. The unit also provides assistance to Ferndale Police Officers when needed and regularly participates in ride-alongs with officers on patrol. The Ferndale Police Department is proud of the unwavering spirit and volunteerism of the Auxiliary Department.



COVID-19 Precautions



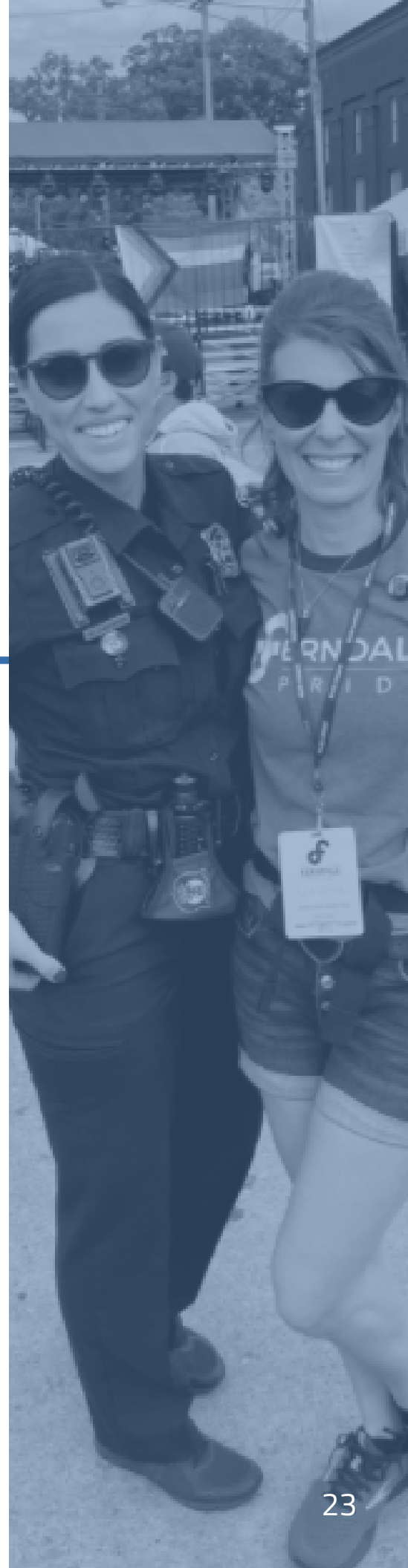
COVID-19 Precautions

COVID-19 continued to impact the way Ferndale Officers policed the city in 2021. The Ferndale Police Department made a number of adjustments after the start of the pandemic, which they continued to adapt and follow through 2021. These changes were made to better protect the public, the residents of Ferndale, and the officers who remained working each day throughout the health crisis.

- Officers were required to utilize face masks and social distancing protocols when interacting with the public and inside any government buildings.
- All personnel, including arrestees, were required to wear face masks inside the station while present in close contact areas where social distancing is not possible.
- Officers cleaned their patrol vehicles after each shift and wore masks at shift change to minimize unnecessary contact.
- The Department continued to be cleaned on a daily basis in order to prevent any further unnecessary contamination.

Ferndale officers greeted the challenges and changes brought on by COVID-19 with optimism and diligence, understanding that the measures they took were for the greater good of the Department, the City, and the Ferndale community.

Special Events



Special Events

The City of Ferndale is known for playing host to a number of eclectic and popular annual activities and special events. Many events were canceled or postponed in 2020 due to COVID-19, but luckily began returning in 2021. Events held annually throughout the city include fairs and festivals such as the Pig & Whiskey Festival and DIY Art Festival; heavily populated gatherings like the Ferndale Dream Cruise; smaller local events such as the Downtown Bike Rodeo and Clean the Ferndale UP!; family-oriented activities like the Get Reel Movie Night; and holiday-centered festivals such as the Fall Festival and Downtown Holiday Ice Festival. Thousands of people attend Ferndale's special events each year.

The safety of the citizens of Ferndale and the visiting public is always the chief concern for the Ferndale Police Department, particularly during large events. The Police Department works closely with other City departments, including Fire, Public Works, City Hall administration, and event promoters, meeting before, during, and after events to make sure they run safely and smoothly.

During each event, the Department's Special Events Coordinator, served by Sgt. Janessa Danielson, coordinates with local, state, and federal authorities on a number of components, including studying the possibility of any threats or major safety concerns and ensuring rigorous adherence to applicable liquor and crowd control/safety laws.

Ferndale events continue to grow in size and number, especially in the summer months, and the Ferndale Police Department is here to ensure that all participants—from visitors and residents to staff and promoters—enjoy their time in Ferndale safely.



Street Corner Round Table

The Ferndale Police Department's Street Corner Round Table is a great example of the organization living its community-focused mission. Have questions about safety in Ferndale? About modern policing? Want to get to know officers on a first-name basis? The Chief of Police and officers from the Department provide this opportunity in their summer Street Corner Round Tables, casual residential events held in neighborhoods throughout the city. All are invited to attend, have their questions answered, and get to know the team. The round tables work to foster better relationships between the Department and the citizens it serves, and are an integral part of building transparency and trust in the community.



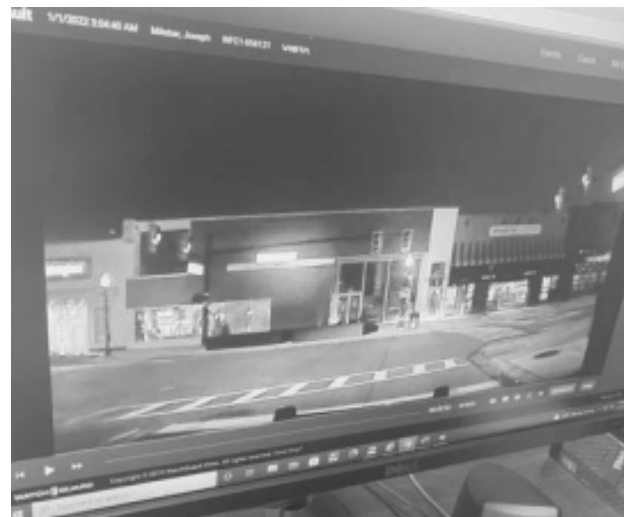
Fair & Impartial Policing and Use of Force



Body Worn Cameras

The Ferndale Police Department was an early adopter of body-worn camera technology, launching the program in 2016 and utilizing cameras for all on-duty sworn officers since 2017.

Coming in 2022, the Department will again innovate by upgrading its equipment and modernizing its body-worn camera program. Proposed new cameras, made by Axon, have several improvements that will help both officers and their supervisors, including the ability to live-stream incidents as they are occurring. This allows staff both in the office and in the field to view and collaborate on critical incidents in real time.



Citizens Police Academy

The Ferndale Police Department's Citizens Police Academy completed its sixth year in 2021, graduating another group of citizens educated in the ways of modern law enforcement philosophy and practices.

The annual program—open to all Ferndale residents and anyone who works or attends religious services in Ferndale—takes place over the course of a month each fall and provides a combination of theory and hands-on learning about many aspects of police work. Citizens learn about patrol, investigations, SWAT, policy, philosophy, and operations. Courses are taught by current Department leaders and officers, as well as guest speakers such as the Oakland County Prosecuting Attorney.

The program is a tenet of the Department's Community Policing model and is led by CEO Jillian Mahlmeister.



Response to Resistance

The Ferndale Police Department prides itself on maintaining 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.

Ferndale Police officers are highly trained throughout their careers to make these split-second decisions in circumstances that are tense, uncertain, and rapidly evolving. In the event of a use-of-force incident, the Department follows a strict review process that includes a detailed officer report, supervisory review, and high-level review by the Police Captain to ensure that the incident was within the training and policy of the Department.

Use of Force

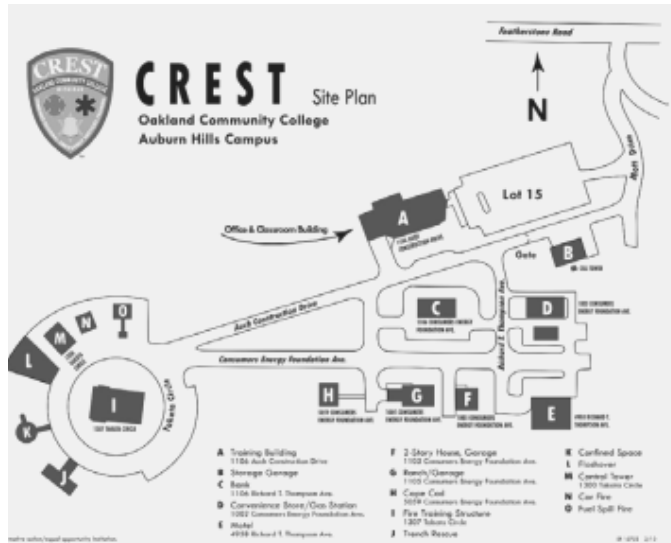
Each year the Ferndale Police Department documents a thorough review of incidents involving several types of force that may be employed by an officer. These documented applications of force range from physical control techniques to the use of a firearm. Following an incident, the use of force is documented internally and passed through several checkpoints before ultimately being found within policy or outside the scope of department policy.

In 2021 Ferndale officers handled 18,177 calls for service. Officers made 449 arrests throughout the year. Of these calls for service, there were 25 documented incidents where force was used. These incidents involved 26 unique subjects.

Use-of-Force Statistics

| | | | |
|--|--|--|-----------------------------|
| MEDIAN AGE OF SUBJECT | 31 YEARS OLD | YOUNGEST: 18 | OLDEST: 57 |
| GENDER /RACE | 13 BLACK MALES 6 WHITE MALES | 2 BLACK FEMALE 4 WHITE FEMALES | |
| FELONY, MISDEMEANOR, OR MENTAL HEALTH | 12 FELONY | 9 MISDEMEANOR | 3 MENTAL HEALTH |
| ALCOHOL AND/OR DRUG USE | 6 SUBJECTS | 24% OF SUBJECTS | |
| INITIAL CONTACT WITH SUBJECT | 17 DISPATCHED | 8 FOUND ON PATROL | |
| CONTROL METHOD | 19 EMPTY HAND CONTROLS | 3 TASER | |
| TASER INCIDENTS | 2 TASER FIRING | 1 TASER DISPLAYED | |
| FIREARMS | 1 FIREARMS DEPLOYED | 5 FIREARMS DISPLAYED | |
| INJURIES | 4 OFFICERS RECEIVED MINOR INJURIES; SCRAPES, ABRASIONS, BRUISES, ETC. | 3 SUSPECTS RECEIVED MINOR INJURIES; SCRATCHES, MINOR ABRASIONS, ETC. | 1 USE OF LETHAL FORCE |

The Ferndale Police Department created a Use-of-Force Training Unit in 2019. This unit is staffed with three officers and two sergeants, all of whom are instructors in areas such as pistol instruction, rifle instruction, Taser instruction, LOCKUP arrest and control instruction, and Simunition instruction. The Use-of-Force Unit conducts training 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.



2021 was the third 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 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 numerous scenarios that were developed using incidents that occurred in Ferndale as well as across the nation. The scenarios utilized a

wide range of incidents, from traffic stops and arrest procedures to deadly force encounters.

During the training, officers drove their usual patrol vehicles from the Department and were armed with real pistols that had been converted to fire simunition training rounds. The reality-based training for 2021 was scheduled for October, and the topics covered perimeter tactics, building search tactics, barricaded gunman response, responding to mental health calls involving violence, and coordinating with the Oakland County Aviation Unit.

Officers also complete a yearly in-service training in which officers refresh other skills such as CPR, legal updates, and LOCKUP arrest techniques. Officers complete the CPR recertification with Ferndale Fire Rescue. Officers complete an updated LOCKUP arrest course during this scheduled training as well, in order to keep up to date with their use-of-force procedures.

ARX System

In 2021, the Ferndale Police Department implemented ARX software—a system that helps streamline reporting and makes law enforcement data safer and easier to use. Ferndale officers use ARX to document incidents and cases of use of force, running up through checkpoints by their supervisor and Captain; the technology synthesizes the information and can be used to identify potential issues, monitor behaviors, report the data for citizen engagement, and provide insights.

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 dashboard that allows for clear transparency for the public. This Transparency Dashboard, available online at www.ferndalemi.gov/resources/transparency-dashboard, shows residents information about the incidents that occur in the city, how many calls the Department handles, and the kinds of cases officers encounter.

The Transparency Dashboard is unique to Ferndale and offers citizens an insight into local law enforcement that other policing agencies don't always offer. The Department collects its data from submitted ARX reports and other reporting systems.



FIND MORE ONLINE

It is our goal to always be open and transparent with the public. Our newly created community dashboard will assist us in that continued effort. The data provided in the charts were obtained from a variety of internal software programs used by the Ferndale Police Department. View the dashboard at <https://bit.ly/3DPw6XK>.

21st Century Policing

In 2014, President Obama issued an Executive Order that appointed a task force on 21st century policing to respond to a number of serious incidents between law enforcement agencies and their communities. This model focuses on building trust between citizens and law enforcement officers to ensure all components of the community are treating one another fairly, justly, and are invested in public safety and mutual respect.

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 Wellness and Safety

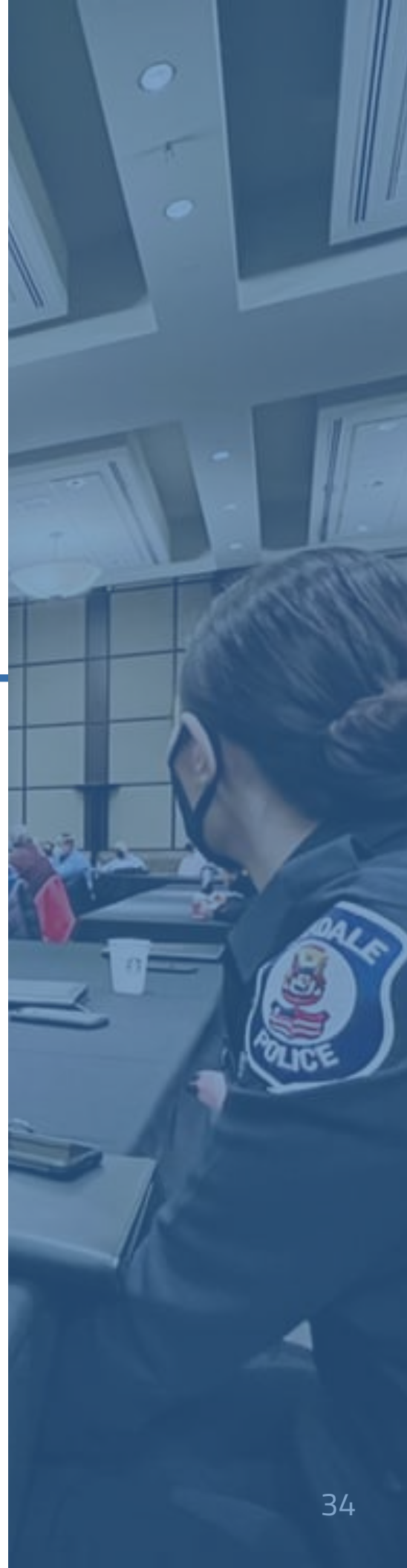
The Ferndale Police Department adopted this policy in 2015 to provide public safety with integrity, professionalism, and honor to Ferndale's diverse community.

Fair and Impartial Policing

The Ferndale Police Department serves as a model for fair and impartial policing. Evaluations of all Ferndale Police Department officers are conducted monthly, which aim to assess proper, fair, and impartial policing. Ferndale officers attend trainings that identify, manage, and reduce the effect of implicit bias. The Department also completes monthly reviews of every officer's patrol interactions by analyzing body camera footage. This requires supervisors to observe the patrol officers' interactions with the public.



Community Health & Human Services



Common Ground

In 2021, the Ferndale Police Department announced a collaboration with Common Ground, Oakland County's leading crisis services agency. Common Ground is a 24-hour crisis center that assists individuals and families of all ages facing crisis situations. This partnership allows Ferndale's first responders to recognize opportunities for crisis management support and connect in-need individuals and families with available programs and services.

Ferndale Police officers are trained to ask a series of questions to determine whether an individual needs crisis intervention, including simple yes-or-no questions about violence, thoughts of suicide or self-harm, and substance abuse. Common Ground follows up with a referral and provides a continuity of care and resources (with individuals' consent). Common Ground's Mobile Crisis Response Team assists with severe cases requiring immediate intervention or hospitalization.

The Ferndale Police Department has been able to significantly prioritize mental health and crisis support as a result of the partnership.



Hope Not Handcuffs Families Against Narcotics (FAN)

Since 2017, the Ferndale Police Department has partnered with Families Against Narcotics (FAN) to provide Hope Not Handcuffs—a program that offers citizens access to drug treatment without the fear of jail time. Any person struggling with substance abuse can visit the Department for connection to support and treatment options. Following treatment, individuals are given referrals for continued support and can move forward in the process if they choose to do so.

In 2020, the Department took its service a step further with the launch of a FAN Comeback Quick Response Team—a three-member unit consisting of a police officer, peer recovery coach, and family recovery coach, who respond or “come back” to visit residents who have recently dealt with non-fatal drug overdoses. The team offers support, recovery services, and community resources to deliver a more holistic approach that helps ensure victims receive the continuing support they need.

The results of these programs speak for themselves. Since January 2021:

- The Department has assisted fifteen people in finding and accepting treatment
- Thirty-four individuals have accepted services offered by the FAN Comeback Quick Response Team
 - Twenty-five accepted peer-coach services
 - Nine accepted family-coach services

All individuals seeking drug treatment were able to be paired with a unique and appropriate treatment option that worked for them, including residential inpatient, outpatient, and combination treatment plans.

The Ferndale Police Department is grateful to the many local and regional organizations involved with Hope Not Handcuffs and FAN—including Macomb County, Michigan State Police, and more. Their support allows the Ferndale Police to help more people by making programs like these possible.

