

Michigan Association of Chiefs of Police  
MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



# Onsite Final Report

**Ferndale Police Department**  
**August 1, 2023**

**Team Leader: Matt Kelleher**

**Team Member: Patrick Beeman**

**A. Agency Name, CEO and AM:**

Ferndale Police Department  
310 E. Nine Mile Rd.  
Ferndale, MI 48220  
248-584-2595

Dennis Emmi  
Chief of Police  
[demmi@ferndalepolice.org](mailto:demmi@ferndalepolice.org)

Sergeant Janessa Danielson  
Accreditation Manager  
[jdanielson@ferndalepolice.org](mailto:jdanielson@ferndalepolice.org)

**B. Date of the On-Site Assessment:**

Tuesday, August 1, 2023

**C. Assessment Team:**

1. Team Leader: Matt Kelleher, Captain (Ret.)  
Accreditation Manager  
Howell Police Department  
611 E Grand River  
Howell, MI 48843  
[mkelleher@cityofhowell.org](mailto:mkelleher@cityofhowell.org)  
(517)-546-1330 ext. 6781
2. Team Member: Patrick Beeman, Deputy Chief  
Coldwater Police Department  
57 Division Street  
[pbeeman@coldwater.org](mailto:pbeeman@coldwater.org)  
(517) 278-4525

**D. Community and Agency Profile:**

**1. Community Profile**

In the 1800s farmers began cultivating the land now known as Ferndale, MI. After the invention of the automobile and the development of the automotive assembly line, the population of Ferndale increased rapidly. Ferndale was incorporated into a village in 1918 and then incorporated into a city on March 7, 1927, by vote of the citizens of the village.

Ferndale became a community for Detroit workers, with most of its growth in housing from 1920 to 1951. Through the early 1950s there were trolley (interurban railroad) lines

in the median strip of Woodward Avenue from downtown Detroit to Pontiac. These helped the northern suburbs of Detroit grow as bedroom communities as people could take the trolley to shop or work in Detroit.

In the 1970s, the Ferndale suburban community emerged as a place for families to raise children during the "Baby Boom" era, with its elementary schools, a downtown, city parks, active churches and civic groups. Ferndale High was completed in 1958.

Ferndale's downtown shopping area, 9 Mile Road, featured many busy, popular stores in the 1940s to 1960s, but later went into decline, and many businesses closed.

In recent decades, the downtown area has revitalized. Ferndale's downtown is formed by two major thoroughfares, Nine Mile Road and Woodward Avenue. Circa 1997 the city made the downtown more pedestrian-friendly by narrowing West Nine Mile Road, the heart of the downtown, to one lane in each direction and adding on-street parking.

The result has been a return of pedestrian traffic and an influx of new stores and restaurants. The city has continued to make itself more accessible to people by reducing traffic lanes on Hilton Road and Pinecrest Road, two major local north/south streets, and adding bicycle lanes.

As of the 2021 census, there were 19,414 people, 10,214 households and 3,709 families residing in the city. The population density was approximately 4,854 inhabitants per square mile. There were 10,477 housing units at an average density of 2,619.25 per square mile.

There were 10,214 households, of which 14.1% had children under the age of 18 living with them, 28.5% were married couples living together, 2.8% had a female householder with no spouse present, 5% had a male householder with no spouse present, and 63% were nonfamilies. The average household size was 1.9 and the average family size was 2.67.

The median age in the city was 35.1 years. 10.2% of residents were under the age of 18; 6.3% were between the ages of 18 and 24; 49.9% were from 25 to 44; 24.1% were from 45 to 64; and 9.5% were 65 years of age or older. The gender makeup of the city was 51.1% male and 48.9% female as identified by the residents in their Census documentation.

The 1980s and 1990s saw the growth of the LGBT population in Ferndale, coinciding with a migration from neighborhoods in Detroit to communities north along Woodward Avenue, including Royal Oak, Pleasant Ridge and others. In 1999 a proposed non-discrimination ordinance was defeated in Ferndale. In 2006 the city passed an anti-discrimination ordinance protecting LGBTQ people from discrimination in public accommodations, housing, and business, with 70% in favor and 30% in opposition. Affirmations, a 17,000-square-foot LGBTQ community center in Downtown Ferndale, opened its new, expanded building on Sunday June 3, 2007, the same year the city

elected the first openly gay mayor in Michigan. In 2011, Ferndale Pride was started and continues to thrive.

## 2. Agency Profile



In 1918 The Village of Ferndale votes to appoint Henry Mills as Marshal and authorizes the purchase of handcuffs, a gun, and a motorcycle. In 1920 the first police and fire station was built on Northeast Nine Mile between Woodward and Bermuda. A new city hall and police department is completed in 1965. The department receives initial accreditation in 2020. The police department is a 24/7 agency serving the residents, businesses and visitors to the community. The agency is currently comprised of 39 sworn officers.

Ferndale Police Dispatch Center is responsible for Police, Fire, and EMS dispatch for Ferndale. Our dispatch also handles Fire and EMS for Pleasant Ridge and Fire dispatch for the Charter Township of Royal Oak. Ferndale Fire Rescue is contracted to respond to fire runs only in the Charter Township of Royal Oak and to Fire and EMS runs in Pleasant Ridge. Our dispatch center handles approximately 30,000 calls every year. The Ferndale Police Department provides service to an area encompassing approximately 4 square miles with mutual aid provided to surrounding police agencies as requested.

The Ferndale Police Department includes a Detective Bureau, Evidence Technician Unit, Community Engagement Officer, Professional Standards Sergeant, Field Training Officer, Oakland County Narcotic Enforcement Team Officer, Drug Enforcement Agency Task Force Officer, FBI Violent Crimes Task Force Officer, Michigan Indigent Defense Counsel Officer, Honor Guard, Traffic Control Division, and Oakland County SWAT.

The City of Ferndale is proud to employ highly qualified, responsive law enforcement professionals. The Ferndale Police Department protects the rights of all persons within its jurisdiction to be free from criminal attack, to be secure in their possessions, and to live in peace. We strive to meet expectations in quality, professional standards regarding our community's safety and diversity.

The Ferndale Police Department strives to foster a positive relationship with the City of Ferndale. In 2021, the department implemented a 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 Ferndale Police Department is organized to accommodate staffing and community needs with the Chief of Police as CEO over the day-to-day operations. The Chief reports to the City Manager.

### 3. CEO Biography



Dennis Emmi was named Ferndale's Chief of Police on January 1, 2021, following a two-year tenure as the department's Captain. He is a 26-year veteran, starting his law enforcement career with the department in 1994, as a Police Service Aid. Chief Emmi is a life-long resident of Ferndale and a Ferndale High School alum. Emmi is a 2009 graduate of the Eastern Michigan University School of Police Staff and Command, and a graduate of the 286th session of the FBI National academy.

He served six years in Michigan Army National Guard as an Airborne Infantry soldier.

Chief Emmi has risen through the ranks of the Ferndale Police Department as Patrol Officer, Detective, Sergeant, Lieutenant, and Captain. Throughout his career, Emmi served as a Detective with the Oakland County Narcotic Enforcement Teams, Deputy Team Commander and Sniper Team Leader of Southeast Oakland SWAT Team, and Team Commander of the Ferndale Police Honor Guard.

He is a member of the Oakland County Association Chiefs of Police, Southeastern Michigan Association Chiefs of Police, Michigan Association Chiefs of Police, the International Association Chiefs of Police and the FBI National Academy Associates. Chief Emmi is currently serving on the Oakland County Prosecutor's Law Enforcement Advisory Board and the Oakland County Sheriff's Office Narcotic Enforcement Teams Advisory Board of Directors.

Chief Emmi adheres to the six pillars of community policing set forth by the President's task force on 21st Century Policing. One of the task force recommendations was the creation of a Citizens Police Advisory and Review Board to promote community engagement and to build trust and legitimacy. Over the past two years, he has worked closely with city officials to create the city's first Citizens Police Advisory and Review Board. This newly created body will review police conduct complaints, conduct policy review, and provide recommendations to the City Manager. Chief Emmi is committed to continually improving police community relations while being a benchmark for a modern police department.

#### **4. Accreditation Manager Profile**



Janessa Danielson has worked for the City of Ferndale for almost eighteen years as a police officer. She has served in the role of Professional Standards since January of 2021 and as a Patrol Sergeant since October of 2017. She has overseen many different assignments and projects on behalf of the department. Notably, she is proud of the time spent as a School Resource Officer. For five years, she was committed to strengthening existing relationships with the community, building trust and legitimacy within the public school system and the diverse population that lives, works, and plays in the City of Ferndale.

As the Professional Standards Sergeant, she is responsible for accreditation, internal affairs, inspections, and annual reports. As a member of the Administrative Team, she is a liaison to Clemis, the Ferndale Fire Department, Special Event Coordination, Honor Guard Coordination, Fleet Management, Business Threat Assessments, ALICE Instruction and as the secondary Public Information Officer and Detective Bureau Supervisor. Janessa has been a team member on the Ferndale Police Honor Guard for the last 15 years.

She is active with the Special Olympics of Michigan, coordinating the Oakland County Community Run for 8 years and has been a board member for SEPLA (Schools, Educators, Police Liaison Association of Michigan) since 2014. She is an assessor for the MLEAC accreditation process and has conducted numerous Mock Assessments assisting organizations evaluate themselves for the accreditation process.

Janessa grew up in Ferndale. She is a Ferndale High School alum and attended both Michigan State University and Wayne State University graduating with a Bachelor's degree in Criminal Justice. Janessa was a graduate of Northwestern University School of Police Staff and Command Class #451 and is currently enrolled in the Master of Public Administration Program at Central Michigan University.

## **5. Future Issues**

Assessors Kelleher and Beeman talked with Chief Emmi. Chief Emmi discussed the fact that the police department was built in 1964 and needs to be replaced. They have turned closets into office space and created a property room in the basement. He pointed out the fact that the locker room facilities are poor. Chief Emmi said a task force recently evaluated the facility and determined that a new building was needed. The task force is now trying to determine how to fund construction of a new building.

Chief Emmi talked about the Headlee Override which expires in a couple of years. If the voters reject the Override, budget cuts will occur which will impact the department's staffing and programs. Chief Emmi advised the department has 39 officers currently, but full staff is at 43. Chief Emmi referred to recruiting as "hard and hyper competitive". The quality of candidates, in some instances, are lower now than in the past. Once on the job for a couple years, retention becomes stable. Chief Emmi talked about a need to find incentives to promote longevity. Retention is less of an issue right now than what recruiting is. Chief Emmi is looking to the future with a program to help facilitate interest in law enforcement with young people while they are still in school.

Chief Emmi would like to see a new police facility within the next 5 years. New officers are looking for an updated facility. Chief Emmi referenced the current generation of officers as being savvy enough to look at collective bargaining agreements prior to accepting employment. Chief Emmi said that qualified candidates have turned them down due to their current facilities and employment contracts.

Chief Emmi talked about the new Community Police Advisory and Review Board. Chief Emmi wants to see the board get going and to work well.

Chief Emmi discussed taking a multi-disciplinary approach to traffic complaints and they look at data collection to assist with the deployment of resources. A traffic safety committee exists to review issues and look for solutions.

Chief Emmi talked about the Street Corner Round Table that takes place about 4 times each summer. Chief Emmi stated it is good to get out and interact with residents and that elected officials participate as well.

## **E. Public Information Activities:**

Public notice and input are cornerstones of democracy and MLEAC accreditation. This section reports on the community's opportunity to comment on their law enforcement

agency and to bring matters to the attention of the commission that otherwise may be overlooked.

## **1. Telephone Contacts**

The public telephone line was active on Tuesday, August 1, 2023 from 9:30 a.m. to 11:30 a.m. The telephone line was tested and found to be functional.

### Dale Vigliarolo – City resident and business owner

Assessor Kelleher spoke with Dale Vigliarolo. Dale talked about having a good relationship with the department. The department is compassionate and approachable. Dale stated they do good things such as street corner talks and they encourage involvement. The Police Department had to be sensitive to how they treat people. Dale stated he never hears anything bad. Dale stated he would recommend Ferndale Police Department for reaccreditation.

### Summer Realy - DDA Director and Engagement Manager for City of Ferndale

Assessor Kelleher spoke with Summer Realy. Summer has worked for the City of Ferndale for 9 years. The Police Department is professional when it comes to complaints from businesses. The Police Department works great with the business district. The Police Department now has a downtown resource officer position. Summer stated she was previously a resident of Ferndale and wanted a job in the City of Ferndale because of experience with the Ferndale Police Department. Summer supports the reaccreditation effort of the Ferndale Police Department.

### Omar George - OSG Properties

Assessor Kelleher spoke with Omar George. Omar loves the Ferndale Police Department and states they have been wonderful. Omar talked positively about the hiring of Officer Andy Roth who is a liaison for the business owners. Omar stated Police Chief Emmi is doing a great job to keep the city safe. Omar talked about the Police Department being transparent. Omar stated the Police Department patrols with compassion. Omar would recommend the Ferndale Police Department for reaccreditation.

### Matthew Bode - Pastor at Zion Lutheran Church

Assessor Kelleher spoke with Matthew Bode. Matthew stated the clergy work with the chief of police and other officers. Matthew stated they meet quarterly to share information from within the community and the department. Matthew stated the chief of police is very candid on strengths of the department. Matthew talked about having candid conversations about policing. When there is an incident at the church the Police Department has always been responsive to resolve issues. Matthew stated the Community Relations Officer has been fantastic. Matthew talked about Sergeant Danielson and praised her for the work she does. Matthew would recommend the Ferndale Police Department for re-accreditation.



### Mark McConnell – Local Business Owner

Assessor Beeman spoke with Mark McConnell. Mr. McConnell has owned a local business for the past 24-years. He says that he has had pretty strong relationships with the Chiefs over the years. Mr. McConnell expressed his support for the department and their bid for reaccreditation. His business serves liquor, so he may see a different side of the department than most, dealing with unruly persons. He said they have a partnership and they both try to do the right thing based on safety, courtesy and respect. They work together to resolve problems that may arise.

### Karin Jones-Vigliarolo – Ferndale Resident

Assessor Beeman spoke with Karin Jones-Vigliarolo. Ms. Jones-Vigliarolo said she was born and raised in Ferndale and noted the Ferndale of today is different than the Ferndale of the past. She said it is now better than ever. Ms. Jones-Vigliarolo said she went through the Citizen's Police Academy and found it to be a wonderful experience that opened her eyes with regards to the department. She said they are open, engaged, and a lot of the officers know them by name. She said she has never had any bad interactions with the officers, and she respects them.

Ms. Jones-Vigliarolo said that Chief Emmi is very personable and is more engaged with the citizens than ever before. She said that during community events, the police are out mingling with the crowd, keeping their eyes open. She feels much safer when they are present. Ms. Jones-Vigliarolo said the police department is in tune with the changes in modern policing, and they are staying ahead of the game by going through the accreditation process. Ms. Jones-Vigliarolo supports Ferndale's accreditation efforts.

### Hershel Finman – Volunteer Chaplain

Assessor Beeman spoke with Hershel Finman. Mr. Finman has been a Volunteer Chaplain with the Ferndale Police Department since 2017. He said the force is well-run, community minded, and maintains an active chaplaincy program with jail visits, etc. He said the Chaplains involved with the program go to the police department to visit with the inmates. He goes in on Thursdays, and while there he has the opportunity to talk to the Chief, the community liaison officer, and administrative staff.

Mr. Finman said the officers are courteous when dealing with the inmates and quite professional. Mr. Finman supports FPD's accreditation 110% because he sees that they are a very friendly service organization that is there to help the community. He said they are there to make sure he as a citizen feels safe.

### Bobbi Hayes-Goodrum – Superintendent of Ferndale Public Schools

Assessor Beeman spoke to Bobbi Hayes-Goodrum. Ms. Hayes-Goodrum said she was calling to give positive feedback on the Ferndale Police Department. Ms. Hayes-Goodrum is the Superintendent of the Ferndale School District, and reports that the schools work very closely with the police department. She said that they do not have

SRO's, but they still work closely with the PD on any major issues, wellness checks, home visits, handle with care program, etc., and make sure their students get the best possible outcomes in school. She said they maintain an open dialogue about perceptions and concerns, and always address issues in a timely and thorough fashion.

Ms. Hayes-Goodrum said they have periodic meetings with the police to discuss any issues, traffic patterns, etc. She said they collaborate with major events like parades and athletics, they have also helped us with police escorts with MHSAA championship teams. She said she works very closely with Chief Emmi and the detectives, and has been able to reach out on a Sunday night regarding a bomb threat. Ms. Hayes-Goodrum said FPD is responsive to the needs of the school and she supports their accreditation.

## 2. Correspondences

The assessors received nine email correspondences regarding the re-accreditation process. They are as follows:

From: Ed Minas <ed.minas409@gmail.com>  
Sent: Friday, August 4, 2023 10:10:11 AM  
To: FPDfeedback <FPDfeedback@ferndalepolice.org>  
Cc: nrossow@michiganpolicechiefs.org <nrossow@michiganpolicechiefs.org>  
Subject: Recommendation for Accreditation Program

I wanted to take a moment to tell you how much enjoy living in Ferndale Michigan and always feel safe. The Ferndale police department is a large part of that. I have personally witnessed their professionalism on several instances.

During the 2022 Dream Cruise weekend a fight broke out between two inebriated men and within in seconds The police were on the scene and calmly defused the altercation. I was so impressed.

Another thing I appreciated is that they are present at every community event to rub shoulders and educate Ferndale citizens.

I love the Ferndale police and am thankful to have them serve us and keep us safe.  
Thank you

Ed Minas

From: Corri Nastasi  
Sent: Thursday, August 3, 2023 1:26 PM  
To: FPDfeedback  
Subject: Feedback

Hello,

I was asked to give feedback about Ferndale Police. Unfortunately the sign-up genius was full. I am the principal of Webb Elementary - a Hazel Park school which is located

within Ferndale. I have worked with the Ferndale police on many occasions. They are always quick to respond and very helpful. In times of heightened concern - there is usually a car in our parking lot at the start of the day, sometimes at the end of the day and often they do walk throughs during these times. I have had only positive interactions with all officers and have appreciated being in partnership with them. The police chief, Dennis Emmi, has come to our school to read to students during Reading Month and has worked with us to try to build more of a relationship with Ferndale for our Ferndale schools. Officer Mahlmeister has also been great to work with as we set up community events. We are very grateful for the support we get from this department and we look forward to possibly getting a liaison officer from Ferndale to work more closely with our Hazel Park schools located within Ferndale city limits. Please let me know if you need anything further from me.

Corri Nastasi,  
Principal, Webb Elementary

From: Melissa Bielski <missy327@gmail.com>  
Sent: Wednesday, August 2, 2023 10:21:28 AM  
To: FPDfeedback <FPDfeedback@ferndalepolice.org>  
Subject: Feedback

Hello,

My name is Melissa Bielski and I am a business owner and resident of Ferndale. I've been in contact with the police department for about 20 years. I have had the pleasure of working with the Ferndale Police on numerous occasions at the Ferndale community events and at Tonys Sports Bar. The men and women are always courteous, have a smile on their face, and walk around numerous events to let everyone know they are there.

Recently during the Pig and Whiskey event, I noticed the officers had a tent up and took shifts walking around the event. Each officer was interacting with the crowd and vendors, along with their partners.

I have personally hosted the police neighborhood roundtable in my front yard in the Fall, and neighbors came and voiced concerns. I liked that the police were open to suggestions and willing to get feedback from the community.

I know I can always count on them if I need them at my house or at Tonys Sports Bar. Their response time is impeccable.

--

Missy Bielski  
(248)835-6233

From: The Terrarium <info@theterrarium.com>  
Sent: Tuesday, August 1, 2023 5:29:48 PM

To: FPDfeedback <FPDfeedback@ferndalepolice.org>  
Subject: Ferndale Police Feedback

To Whom it May Concern,

I am writing to compliment the work of the Ferndale Police Department, specifically Chief Emmi and Officer Roth. I have had nothing but positive experiences with them. I have had questions regarding my business and they have made every effort to make me feel comfortable. It is a great thing when businesses can work together with their Police Department to make the community a better place.

Thank you.

Brent Higuchi  
The Terrarium

From: Michael Sliger <mssliger@mdsligerlaw.com>  
Sent: Tuesday, August 1, 2023 3:42:22 PM  
To: FPDfeedback <FPDfeedback@ferndalepolice.org>  
Subject: FPD accreditation

Hello,

I am the President of the Terrarium Plant Education Foundation, a Ferndale-based nonprofit organization focused on educating the community about plants and self-sustainability/food independence. In addition to our mission of education, our generous donors allow us to provide the community with myriad types of annuals, perennials and produce-bearing plants, free of charge.

I think it's important to highlight Chief Emmi's tireless efforts to improve the safety and security of Ferndale residents, businesses and visitors, while staying true to Ferndale's mission of "You Belong Here." It's not an easy needle to thread, but Chief Emmi and his team are really doing a great job at it.

We look forward to continuing to work with the FPD on all of the issues that keep our community safe and great!

Michael  
President, The Terrarium Plant Education Foundation

From: Timothy Collins <fecollinst@gmail.com>  
Sent: Monday, July 31, 2023 2:54:14 PM  
To: FPDfeedback <FPDfeedback@ferndalepolice.org>  
Subject: Reaccreditation

As a retired Police Chief of the Ferndale Police Department, I am so proud of the accomplishments that the FPD has accomplished since my retirement. The forward

thinking, particularly the accreditation status achieved, has truly embraced the 21st Century Policing Model. These advances are and will continue to advance the bond between the Ferndale Community and its Police Department.

Timothy D. Collins  
Chief of Police (ret)  
Ferndale Police Department

From: Amy Kruppe <amy.kruppe@myhpsd.org>  
Sent: Monday, July 31, 2023 3:56:19 PM  
To: FPDfeedback <FPDfeedback@ferndalepolice.org>  
Subject: Ferndale Police Feedback

I am fortunate to be supported by the Ferndale police in the Hazel Park School District. Over the last two years all schools have had to interact with the policy while we vigilantly work toward safer environments. I have found that the Ferndale Police are exemplary when it comes to community services and safe schools. In all interactions they are professional and supportive. Safety issues have arisen and they are thorough and supportive of staff, community and students.

We are fortunate to have the Ferndale Police department working with Hazel Park Schools. Please feel free to reach out with any questions or support that I can provide.

Amy kruppe  
Superintendent of Schools  
224-629-6435

From: Marvin Keys <marvin.keys@pobox.com>  
Sent: Monday, July 31, 2023 7:11:19 PM  
To: FPDfeedback <FPDfeedback@ferndalepolice.org>  
Subject: FPD Feedback

Hello,

I have been asked to provide feedback on my interaction with members of the Ferndale Police Department. Although I cannot remember the exact dates I'm sure you can probably look them up in your records.

Car burglaries

A few years ago there were a series of burglaries of unlocked cars on my street (East Maplehurst). When I heard about them I reviewed video recordings from my outdoor cameras and saw a person walking up my driveway around 4am one morning that was looking into my car, probably for stuff to steal. I called the Ferndale Police Department and they sent an officer to my home. We replayed the video and were able to identify the car he was driving and I was later told this helped you catch him. The officer was very professional and appreciated the video recording.

### Stolen car

About 5 years ago some idiot stole a car in Oak Park and was being chased by every police agency in Oakland county (plus Michigan State Troopers). There were 8 police cars behind him and 2 in front of him so he decided to stop and surrender at the end of my driveway as a friend and I were standing outside about to leave for the day. I actually still have that video. Ferndale and all of the other police agencies and officers were very professional with the arrest and had the stolen car picked up within 15 minutes.

### Burglar alarm

A few years ago I arrived home to find my home burglar alarm going off and Ferndale Police Officers at my gate debating what to do after they saw the warning sign about dogs in the yard. My Siberian Huskys were still inside the house and terrified as the alarm was still screaming and they would have had to get close to it to exit through their doggie door. I turned off the alarm, the dogs came out, and the officers went in to make sure it wasn't really a burglar. We didn't know it yet but my cleaning lady had left the side door partially closed and the dogs probably pushed it open as they came in through the doggie door. The officers were very professional with their inspection and had a good sense of humor as they let me take their picture to send to my cleaning lady as a reminder to lock the door.

### Community relations

Several years ago my neighbors went on vacation. As a prank I arranged several small plastic ducks walking up to their front door, out the back door, at their patio table, and in their horse trough that had a large duck in it. Each time I would take a picture, send it to a friend or relative, and have them send it to the neighbors one per day as they were travelling in Europe. They never knew who these random people were that were sending them pictures of these ducks partying at their house (so they did not suspect me!). For the final picture I arranged all of the ducks facing the garage door in the back yard. Your department was kind enough and had a good sense of humor to send out an officer in uniform to stand behind the ducks poised like he was arresting them. That was the final picture. The officer was great and everyone loved the whole setup.

I can honestly say that every interaction I have had with FPD has been met with professional and courteous officers. Keep up the great work.

Marvin Keys  
272 East Maplehurst  
Ferndale, MI 48220  
ph. 248.330.1185

From: Rifino Valentine <rifino@valentinedistilling.com>  
Sent: Tuesday, August 1, 2023 9:02:04 AM  
To: FPDfeedback <FPDfeedback@ferndalepolice.org>  
Subject:

as a business owner in ferndale for 12 years, i've always been happy with FPD. their response times are great. they handle any issues with professionalism and respect. i

also like all the training they've been doing the past few years. i think they are one of the better departments in SE MI.

thanks,

rifino valentine

owner, Valentine Distilling Co.

### **3. Media Interest**

There were no inquiries from the media to assessors regarding the on-site.

### **4. Municipal Outreach Contacts**

#### City Manager - Joe Gacioch

Assessor Kelleher spoke with Joe Gacioch. Joe has been the Ferndale City Manager since 2019 and has worked in City Manager's office since 2012. Joe talked about having a good relationship with police command. Joe worked with Captain Spellman while Chief Emmi was at the National Academy. Joe spoke of contract negotiations with the department and mentioned the last negotiation going well. Joe spoke of competition with neighboring cities with different benefits. The common goal is mutual collaboration with negotiations.

Joe gives the police department credit for the Community Police Advisory and Review Board. Joe talked about it being an advisory board only as it lacks authority. It's a change and something that is not required and the police department is handling with grace and openness. Joe advised the Chief of Police did a great job leading a facilities initiative. Joe stated there will be a public safety facility in the future for fire and police. Joe stated the Headlee Override expires December 2025. Joe stated they are looking for positive reinvestment and if the Headlee Override is not renewed there could be funding constraints.

#### Detective Matt Goebel – Union President

Assessor Kelleher spoke with Detective Matt Goebel. Det. Goebel has been Union president since 2018. Det. Goebel talked about there being a good relationship with the city and command staff. Det. Goebel stated there is good communication with the chief of police, Captain and city hall. City staff is forward and upfront with contracts and they haven't been to arbitration. Det. Goebel views accreditation as a positive thing.

#### Sergeant Scott Blanchard 19 years

Assessor Kelleher spoke with Sgt. Blanchard. Sgt. Blanchard is the Resistance Team coordinator, in charge of scheduling and reality-based training. Training was done in October at CREST in Auburn Hills. Sgt. Blanchard stated accreditation is a good thing. Accreditation has resulted in updates to use of force forms and helps with managing fleet operations.

### Detective Alison Fleury – Special Events Coordinator

Assessor Kelleher spoke with Det. Fleury. Det. Fleury reported there are between 13 and 15 events a year. Anything involving traffic closures and traffic control Det. Fleury gets involved with. Event applications are made through city hall, then to special events committee for review. The committee looks at impact to the community along with officers and resources needed. Once an event is approved it goes before city council for final approval. Det. Fleury stated a threat assessment is completed for special events. Det. Fleury talked about resources such as a helicopter from Oakland County and K-9 units from MSP to sweep for explosives. Det. Fleury stated the department uses overwatch (helicopter Oakland County) if needed for events such as Woodward Dream Cruise. Michigan State Police K-9's will come through and sweep morning and evening. Action and OPS plans are created for events.

### Officer Andrew Roth

Assessor Kelleher spoke with Officer Andrew Roth. Officer Roth is the Downtown Resource Officer. Officer Roth serves as a business contact and works closely with the Downtown Development Authority. Officer Roth works with the homeless population. The police department uses Common Ground and Detroit Rescue Project for helping the homeless. Officer Roth stated the position has helped businesses feel comfortable to contact him for assistance with issues. Officer Roth stated he works business hours but additional hours at night when the bars are open. Officer Roth attends ribbon cuttings for new businesses. Officer Roth stated management at businesses seems receptive to his position. Officer Roth stated Ferndale is a good place for accreditation. Officer Roth stated he came from another agency and the Ferndale Police Department has been a great place to work. Officer Roth stated the department is transparent and supportive of officers.

### Tamica Brooks Records Coordinator (outgoing) Isha Gillyard (incoming records coordinator)

Assessor Kelleher spoke with both Tamica Brooks and Isha Gillyard. Tamica went over the police department's quarterly cash review process. The records coordinator handles things like reports, fingerprints and FOIA. Money is collected for reports, FOIA, subpoena charges, fingerprinting, notary, SOR and other city business.

### Chaplain Drew Fralick Renaissance - Vinyard Church

Assessor Kelleher spoke with Drew Fralick. Drew has been a department chaplain for 4 months. Drew stated he completed an orientation with the community engagement officer and did a ride along. Drew stated he comes in every Wednesday morning and does a check in with officers on duty and then goes back to the lockup area to see if prisoners want to talk or pray. Bibles are available for prisoners. Drew stated he also checks in with senior staff. Drew stated he is a licensed therapist in Michigan. Drew stated everyone at the police department is very friendly.



Steve Larowe – Property Clerk retired 2010 from Ferndale 2012 rehired in evidence room.

Assessor Kelleher spoke with Steve Larowe. Steve retired from the Ferndale Police Department in 2010 and returned in 2012 as the property clerk. Steve stated he enjoys property management. Steve stated the property room was not organized when he took over, but it is now. Steve stated he created new processes for organizing property so it can easily be accounted for. Steve provided both assessors a tour of the property room during the assessment.

Officer Jillian Mahlmeister, Community Engagement officer for 3 years

Assessor Kelleher spoke with Officer Mahlmeister. Officer Mahlmeister spoke of the following programs:

**Citizen's Academy**, a yearly academy for citizens taking place each October.

**Street Corner Round Table**, a chance for community members to interact with police.

**Hope Not Handcuffs** is in conjunction with Families Against Narcotics which was founded in Macomb County. Hope Not handcuffs allows anyone to come into the police department and request help. The program can help to get someone into treatment.

**Come Back Quick Response Team** is a program involving social workers. Department members chaperone social workers bi-weekly during home visits to offer help to those in need. Help might be to provide Narcan, establish with an AA sponsor or receive assistance with Rehab. Officer Mahlmeister stated the program went out 25 times last year, knocked on 123 doors, 18 overdose victims assisted. 41 preventative visits and signed up 32 families for recovery services.

**ALPACT** – This a monthly group meeting for law enforcement representatives from other agencies or community liaisons to meet with advocates and bridge gaps in recruitment, biased based policing, and other topics monthly. A way to network with other agencies and learn about programs.

**Haven** is a non-profit for sexual assaults and domestic. A Domestic Violence advocate is assigned to reach out for support to victims.

Officer Mahlmeister stated mental Health assistance is through Common Ground. They now have a mobile group to respond if needed. Intake for officers to take someone to and there is referral to refer people and follow-up from counselor.

Officer Mahlmeister stated for homeless outreach, Royal Oak has a center and in winter there are rotating shelters though churches. A person being petitioned would be transported by an officer to an area hospital and if there is a court order, the person might be taken to Common Ground for assistance.

Tasha Apostolovski - Auxiliary Officer

Assessor Beeman spoke with Tasha Apostolovski. Officer Apostolovski is a Squad Lead for the Auxiliary Unit, which consists of 10-members. She said they work a lot of the festivals (Woodward Dream Cruise, Memorial Day, etc.) where they provide foot patrol in the crowds. Apostolovski said the Auxiliary Officers attend the Reserve Academy at

Oakland Community College, and they always work in groups of two or more. She said she loves working at FPD, and loves the community as well. She said she started during Covid-19 when everything was crazy. She said they get so many thank you's for being out there. They are able to schedule through the sergeants to ride with the patrol officers. She said the department is great working with their schedules and day jobs. The auxiliary officers participate in department training at the CREST Center at OCC. They shoot the MCOLES qualification course twice a year.

#### Casey O'Loughlin – Patrol Lieutenant – Day Shift

Assessor Beeman spoke with Casey O'Loughlin. Lt. O'Loughlin said he has 29-years of service with the Ferndale Police Department. He explained that Patrol and Detectives are in one union, while Lieutenants and Sergeants are in another. Lt. O'Loughlin said that current challenges include a young and inexperienced patrol force, retention, and a lack of staff stemming from layoffs in 2010. Lt. O'Loughlin said that about 80% of the patrol officers have under three years of experience. Due to the layoffs in 2010, they lost a lot of people that should have 10-12 years on the road right now.

Lt. O'Loughlin said that his number one priority is developing the people on his shift. He said he can't give everyone a raise, but he can give them a good positive workplace while maintaining standards and expectations. He said he believed FPD was an enjoyable place to work and even though he is eligible to retire, he still likes his job and feels like he has a home with FPD.

#### Shane Ptak – Detective Lieutenant

Assessor Beeman spoke with D/Lt Ptak. Lt. Ptak has 28-years of service with the Ferndale Police Department. He said he enjoys the city, with its small-town vibe, but it is also busy. He started his family in Ferndale and promoted through the years. Lt. Ptak said he gets the retirement question from people, but he isn't ready for that yet. He enjoys where he is at, likes what he is doing, likes the people he works with, and his role as Detective Lieutenant.

Lt. Ptak said staffing the department is a challenge but noted that is nationwide as everyone is fishing from the same pool of candidates.

### **5. Agency Ride-along**

Assessor Beeman participated in a ride-along with Officer Joe Milobar on the afternoon of August 1, 2023. Officer Milobar has been employed by Ferndale Police as a Patrol Officer for 2-years. Officer Milobar said that he graduated from Ferndale High School before joining the United States Army. When he was discharged, he wanted to return to Ferndale to give back to the community. He said that it has been an eye-opening experience. He said that he did not realize the wide variety of issues that people face while he was growing up, but now he sees this on a daily basis, and he is in a position to help others in the community.

Officer Milobar guided a tour of the city that included the city limits, numerous residential neighborhoods, schools, parks, industrial areas and a railroad yard. Officer Milobar explained the relationship between Ferndale Police and the Railroad police, as well as the interaction with police departments from the surrounding jurisdictions. He explained the difficulty of communicating with neighboring police agencies as Ferndale recently switched to the MPSCS radio system, while other jurisdictions have yet to transition.

Officer Milobar pointed out the commercial corridors of Woodward Avenue and Nine Mile Road and explained their Social District, known locally as the Patio Zone, which allows people to purchase and consume alcoholic beverages while walking around in public, provided they stay in the designated area and follow the Patio Zone rules. Officer Milobar said they have had very few problems related to the Patio Zone.

Officer Milobar had a good understanding of his department's written directives. He displayed an understanding of community policing and was a good representative of FPD for the assessment ride-along.

## 6. Community Involvement

Community outreach and engagement is a very important component of the philosophy of the police department. The agency staffs a Community Engagement Officer and a Downtown Resource Officer. The Downtown Resource Officer deals directly with downtown business owners and community members, including events, issues, and cases. The Community Engagement Officer prioritizes the community's involvement with the Department by meeting with residents, local leaders, and business owners.

The agency plans for special events and assists with safety and crowd control. 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.

The agency participates in other community engagement initiatives such as the following:

**Street Corner Round Table** - 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.

**Citizens Police Academy** - 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.

**Gun Buyback** - The program gives citizens the opportunity to exchange their firearms for a monetary gift card at their local police department.

**F. Essential Services:**

**Chapter 1 – The Administrative Function:**

Direction of Personnel

The chief of police has the authority to issue, modify, and approve agency written directives. The Professional Standards Sergeant may make minor modifications to policy that does not affect the organizational procedures, rules or practices. The overall written directive system was clear and understandable. The directives were constructed in a logical manner with employee duties and responsibilities clearly defined.

The agency's mission involves partnering with a diverse community to provide public safety with integrity, professionalism, and honor. The vision statement recognizes the agency always working to improve the community while recognizing the dedication and service of their employees.

Fiscal Control

The agency maintains a petty cash fund. The petty cash fund is balanced monthly. The Records cash account is reconciled bi-weekly. There is also a quarterly accounting of the cash account, completed by the Finance Director or designee. The petty cash fund is the responsibility of the Records Bureau. Petty cash vouchers must be submitted to the Captain for approval. Petty cash disbursement is limited to \$100 and the authorization to exceed spending requires approval from the Chief of Police

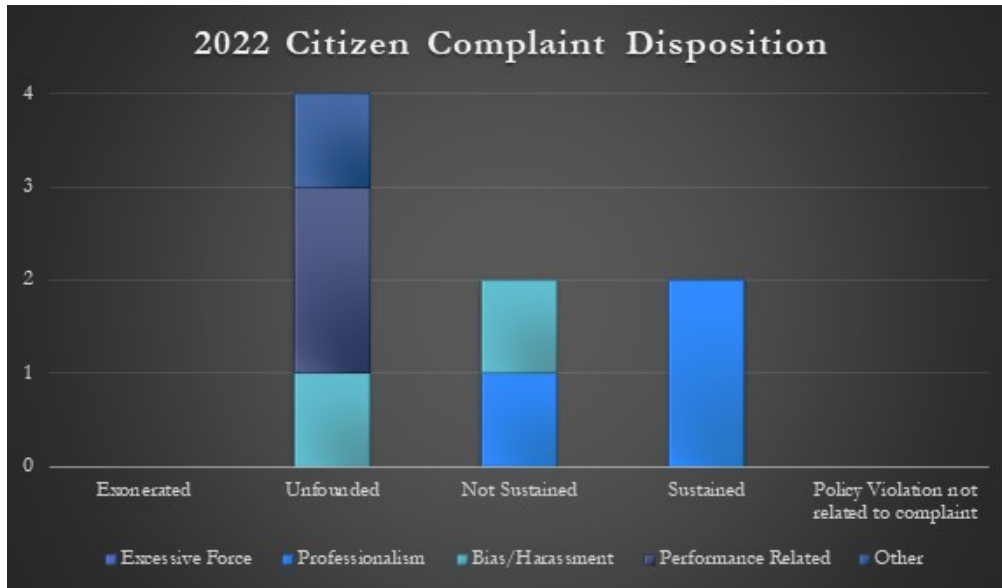
Internal Affairs

The agency accepts and investigates all complaints, including anonymous complaints. The complainant is notified of the disposition by the investigator in charge of the investigation. The investigator has direct access to the Chief of Police during the investigation. Employee investigations are maintained in a secured file by the Captain.

The Ferndale Police Department received four complaints from citizens regarding officer conduct in 2020. One incident required three simultaneous investigations for policy and disciplinary issues resulting in suspension. One incident resulted in remedial training.

In 2021 the agency had 5 internal investigations and 8 citizen complaints. There were 3 noted policy violations in relation to the 8 citizen complaints. Of the 5 internal investigations, one was miscategorized and this resulted in 4 completed investigations. One investigation involved an employee resigning and another a suspension.

In 2022 the agency had 8 citizen complaints and 4 internal investigations.



Department policies and training practices were reviewed and the adult detention procedures were updated to be more understanding of religious clothing. There was no identifiable need to update training or equipment found.

### Disciplinary Procedures

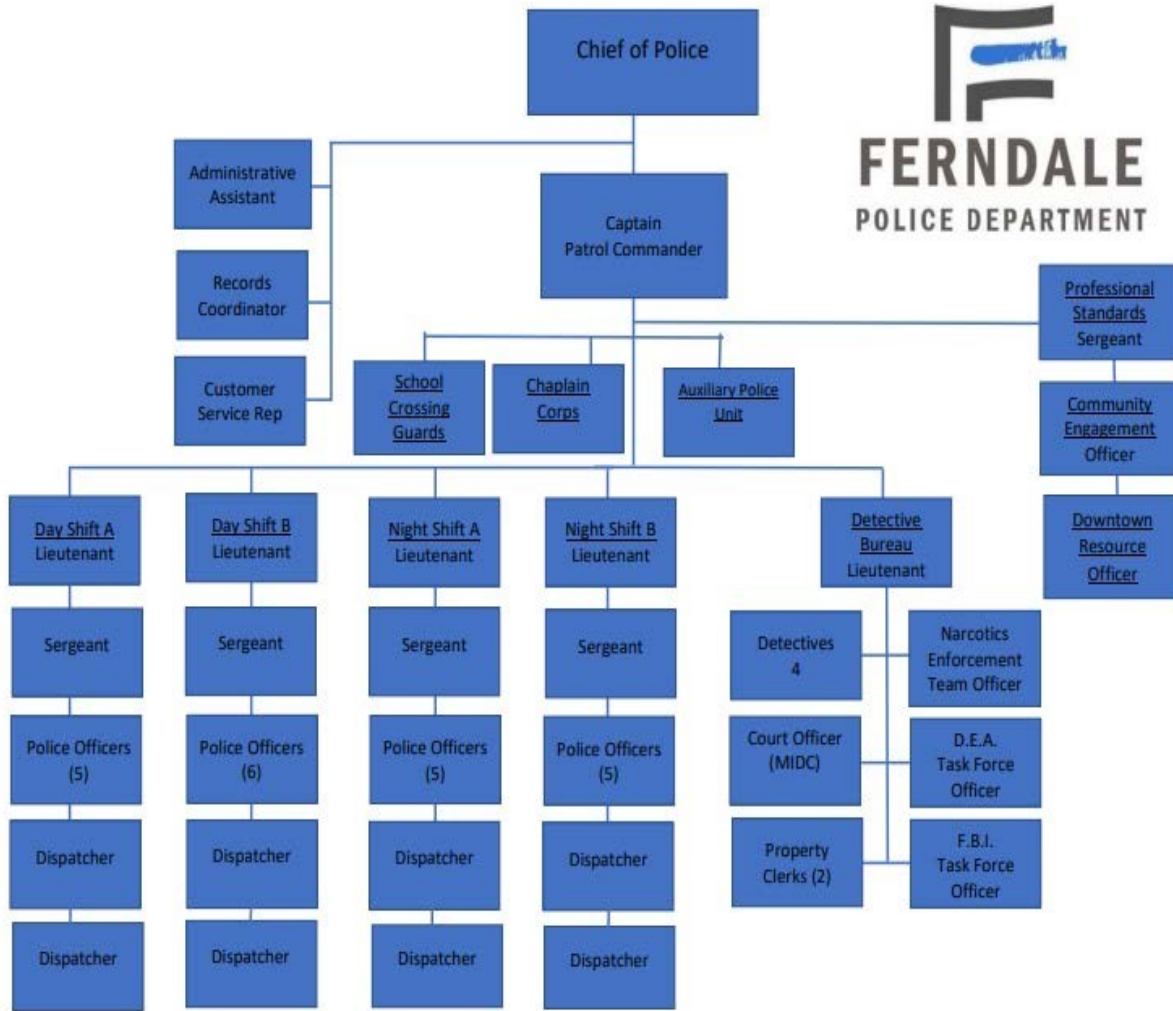
The agency’s written directive system details the disciplinary process and potential corrective action for all personnel. The agency has an appropriate appeal and grievance process in place with established timelines. There was one grievance during the assessment period.

### Organization

All sworn personnel abide by the Oath of Office. All agency personnel acknowledge a code of ethics. Bias-influenced policing is strictly prohibited by the agency. There is a definition for bias-influenced policing, including prejudicial decisions affecting individuals in classes protected by federal and state law.

The agency also prohibits unlawful workplace discrimination and harassment, including sexual harassment. The written directive outlines a proper reporting mechanism in the chain of command, including an alternate reporting process for any conflict of interest. The directive requires employees to report any type of harassment to an immediate supervisor.

Police personnel have a structured unity of command. In the Ferndale Police Department, the chief is supported by one captain, five lieutenants, five sergeants and four detectives. The agency is divided into Administration, Patrol Division, Detective Bureau, Special Operations and Records.



The Ferndale Police Department currently has 39 sworn personnel. The department participates in the Drug Enforcement Administration, Oakland County Narcotic Enforcement Team. The agency has offices assigned to the Oakland County Tactical Response Coordinating Group and the Oakland County SWAT Team. The department has a Downtown Resource Officer along with Professional Standards and Community Engagement Officers. The department has a Detective Bureau. The department has a Traffic Safety Committee, Michigan Indigent Defense Council position and an Auxiliary Unit.

Agency Equipment and Property

Agency personnel are responsible for all equipment issued to them and to inspect equipment at the beginning and end of each tour of duty. A supervisor is to be notified of damaged equipment. The wearing of body armor is mandatory for all sworn personnel, with additional requirements to wear body armor while engaged in pre-planned and high-risk operations.

### Public Information

By policy, all news releases will normally be issued by the Public Information Officer. All information released to the media is coordinated through the Public Information Officer.

Media representatives are prevented from interfering with emergency operations and criminal investigations. Reasonable efforts are to be made to provide a safe staging area for the media that is near the incident.

### Agency Records and Computers

The agency has a detailed written directive system describing field reporting, supplemental reports, and the approval of reports by supervision. The department controls access to agency records electronically with records management passwords. The agency uses Oakland County's Courts and Law Enforcement Management Information System (CLEMIS) for records management. There are extra security measures for non-public records. Records personnel handle all Freedom of Information requests, and the agency abides by the state retention and disposal requirements in accordance with Michigan Statute and Records Management.

The agency has procedures to protect its central records. The data is stored and backed up electronically and is password-protected. Annual security audits and password audits were performed during the assessment period. There were no breaches in security during the assessment period.

### Agency Training

The agency training records are current and are being maintained in accordance with applicable retention schedules. Training records are maintained in Guardian Tracking. Training course content is outlined, and lesson plans are utilized. In-house instructors are properly trained and experienced. New sworn personnel are required to complete an extensive training program. Officers in field training rotate shifts. Field training officers are properly selected and trained through a documented process. Annual training includes firearms, defensive tactics, Haz-mat, bias-based policing and ethics.

### Authorization and Use of Agency Weapons and Ammunition

The CEO is the authorizing authority for weapons and ammunition requirements, including specialized weapons. The agency uses certified/qualified staff for armorer inspections, repair and replacement. Records of weapons are properly maintained with written guidelines for storage.

## **Chapter 2 – The Personnel Function:**

### Personnel Benefits and Responsibilities

The agency has a written directive outlining the employee assistance program. The EAP offers initial assessment, counseling and community referral to a local provider for follow-up or more in-depth treatment. The agency has a detailed written directive outlining the assistance to the immediate survivors of an active-duty officer who dies or is seriously injured in the line of duty.

Off duty employment is allowed following approval from the Chief of Police. The approval must be reviewed annually. Department members are subject to suspension of off duty employment for violations of written directives. The agency does not permit extra duty employment.

The agency has a written directive indicating procedures for employees involved in a traffic accident. Department members are required to notify a supervisor immediately. The supervisor will determine whether to investigate the accident internally or summon an outside agency. The Professional Standards Sergeant will review the incident for possible policy violations and make recommendations to the Captain.

The agency has a written directive for employee injury and exposure. The directive covers notification of a supervisor and the designated forms to complete. Supervisors are responsible to document the cause of the injury and forward to the Captain's office.

The agency has a policy to evaluate officers involved in a critical incident. The agency maintains a Critical Incident Stress Management team to assist with critical incident debriefings.

### Performance Evaluations

The agency has a process to complete performance evaluations for department personnel. Evaluations are completed annually. Behavioral criteria are identified for each job function. There is an established rating scale. A review process is available for any employee who disagrees with their performance evaluation. Evaluators are trained in the use of the performance evaluation. The agency uses Guardian Tracking software to identify early warning behaviors that should be monitored. Employees exhibiting indications of benefiting from the Employee Assistance Program are referred for assistance.

### Promotion of Sworn Personnel

The agency promotional system is outlined in the Civil Service Rules approved by the Ferndale City Commission. Promotion is open to all employees in all departments who possess the minimum qualifications. Any non-probationary employee is eligible for promotion to sergeant. To be eligible for a Lieutenant's position, the employee must have been a Sergeant for a minimum of six months. The process consists of a written test, oral



interview and consideration is given for experience and training. An assessment center may also be used to fulfill the promotional process.

Agency members who wish to apply for a special assignment must be off probation, not be the subject of an internal investigation, proficient in current assignment, adapt to a varied schedule and commit to the length of the assignment.

### Recruitment of Sworn Personnel

The recruitment plan contains a clear statement, the agency operates as an equal opportunity employer. The plan is designed to recruit candidates that are a representation of the composition of the community the agency serves. The agency is committed to staffing a professional and well-trained police force. The recruitment action plan involves activities to identify and hire the best qualified candidates. Such activity includes advertisements, contact with police academies and utilizing existing ethnic and minority organizations to assist in recruitment. The recruitment plan is reviewed triennially by the Chief of Police and Captain.

### Selection of Personnel

The agency has a process for the selection of full-time personnel. The agency selection process is done in conjunction with the Human Resources Department. The Chief of Police is responsible for the final selection of the candidate. Job postings are advertised to the public. An assessment test is administered using (EMPCO). Once testing is completed the agency will except applications. An oral board interview is required for sworn and some non-sworn personnel.

Candidates given a conditional officer of employment are subject to additional testing. The final offer of employment is subject to successfully passing psychological testing, background investigation, medical/fitness evaluation, drug testing, and MCOLES requirements.

### Reserve Officers and Civilian Volunteers

The agency utilizes police chaplains and auxiliary officers to support the Ferndale Police Department. Police chaplains and auxiliary officers are appointed by the Chief of Police. The agency provides selection criteria to include a background investigation prior to appointment.

Auxiliary officers must complete a reserve/auxiliary academy within two-years of appointment. Auxiliary officers are volunteer and serve in a civilian capacity. They are required to take an oath of office set forth by the City Clerk. They are not responsible for the enforcement of criminal laws and have no police powers.

Auxiliary officers are issued Ferndale Auxiliary Police Department uniforms. Auxiliary officers shall pass the MCOLES qualification course annually, in order to carry a firearm while working. Auxiliary officers are assigned duties such as traffic and crowd control at

parades, festivals and school events. Additionally, auxiliary officers perform ride-alongs with regular officers.

### **Chapter 3 – The Operations Function:**

#### Arrest, Search and Seizure

The Ferndale Police Department is a full-service law enforcement agency with powers of arrest. Their written directives are in conformance with the US Constitution in regards to arrest, search and seizure.

FPD has clear written directives regarding warrantless searches and obtaining and serving search warrants. Their officers take custodial arrests directly to their police station for processing and housing. They temporarily hold arrestees until arraignment (up to 72 hours), after which they are transferred to the Oakland County Jail. They provide alternative care for an arrestee's dependents.

Strip and body cavity searches are only authorized when an officer has reasonable cause to believe the arrestee is concealing a weapon, controlled substance, flammable materials, or evidence of a crime and must be approved by the OIC and documented on department forms. An additional step is required in the event of a body cavity search as officers must first secure a search warrant signed by a magistrate or judge. Body cavity searches may only be conducted by a licensed health care provider.

#### Interview and Interrogation

FPD has established written directives regarding interviews and interrogations of victims, witnesses and suspects, to include juveniles, that ensure the subject's constitutional rights are preserved. The department maintains an interview room for use by victims, witnesses and non-custodial suspect interviews, as well as an interrogation room for custodial interviews and interrogations of suspects. Both rooms have audio / video recording equipment in place and are monitored by dispatch personnel and / or the shift supervisor to ensure officer safety. Officers may request assistance through the use of their portable radios, or by pushing the emergency button on their radio.

#### Use of Force

FPD's written directives restrict any use of force to that which is reasonable under the circumstances in order to accomplish lawful law enforcement purposes. Further, the directives call for medical treatment for injured persons and those who complain of pain following a use of force incident. FPD directives impose a duty to intervene on all officers if they witness another officer using inappropriate or excessive force, followed by a duty to report the same to their commanding officer. The department produced a documented annual summary and analysis of their use of force incidents for each year of the accreditation period.

FPD directives require that a report be filed whenever an officer uses any level of force which includes everything from de-minimized force up to and including lethal force. FPD officers are also required to file reports when they discharge a firearm, use a less lethal device or weapon, and when an officer unintentionally discharges a firearm or ECD.

Officers involved with a high-level use of force resulting in serious injury or death of any person are immediately placed on administrative leave pending a documented meaningful review of the incident.

### Communications

The Ferndale Police Department operates their own 9-1-1 PSAP / Dispatch Center and they provide police / fire / EMS call taking and dispatch for the City of Ferndale, as well as fire / EMS in Pleasant Ridge, and fire in Royal Oak Township. They currently maintain two radio systems as they are transitioning from an existing system to the state MPSCS system. They capture required data elements from each call for service through Oakland County's CLEMIS system. They have an electronic system in place that preserves recordings, and their dispatchers are certified for Emergency Medical Dispatch. They maintain a backup generator that is function tested weekly and have an annual full-load test conducted as part of their contracted annual maintenance.

### Field Activities

Ferndale Police written directives authorize officers to engage in motor vehicle pursuits within the guidelines provided. The City of Ferndale is just under 4 square miles, and is surrounded by the Cities of Detroit, Oak Park, Pleasant Ridge, Royal Oak and Hazel Park. As a result, many police pursuits enter Ferndale from other jurisdictions, or begin in Ferndale and end in other jurisdictions. A review of the annual summary and analysis reports prepared for the three-year accreditation period showed that Ferndale Police engaged in a total of 95 motor vehicle pursuits, 60 of which ended in outside jurisdictions, most frequently the City of Detroit.

The agency employs roadblocks, boxing, channeling, and intercepting (blocking a vehicle before a pursuit can begin) to terminate pursuits with limitations defined by policy. PIT maneuvers are prohibited.

Written directives establish protocols for dealing with mentally or emotionally impaired persons. FPD prepares its officers for such encounters through initial training during the FTO period for new staff, and triennial refresher training. This training was conducted during the assessment period.

The Ferndale Police Department fields a mobile video recording system in its patrol cars. Their written directives require officers to activate the recording system for any dispatched call, any citizen contact and any time the patrol car's emergency lights are activated. Officers are given the discretion to activate the system whenever they think it might be necessary. They have a retention system in place. During the period of this assessment, FPD switched camera systems from WatchGuard to Axon.

FPD maintains mobile data computers in their patrol cars. Their written directives address CJIS policies and user agreements, training and security. The computers are password protected and locked in secure mounts in the vehicles.

The agency has a foot pursuit policy, and they conduct a meaningful review of all foot pursuits as well as an annual documented summary and analysis. FPD's annual summary and analysis reports during the assessment period indicated a total of twenty-foot pursuits for the three-year period. As with motor vehicle pursuits, foot pursuits were often multi-jurisdictional.

Agency personnel are required to wear seat belts when driving or riding in department vehicles, and use child restraints when transporting children.

The Ferndale Police Department does not have a K-9.

### Traffic Safety and Enforcement

The Ferndale Police Department has written directives pertaining to motor vehicle stops, uniform enforcement, special classes of offenders, and direction and control of traffic. Traffic enforcement options include written warnings, citations, and arrests. The department maintains a transparency portal on their web page which provides traffic enforcement stats to the public.

### Homeland Security/Critical Incidents

FPD has incident command directives in place that cover the areas of Critical Incident Response, Command, Planning, Logistics, and Administration / Finance. The incident command system is exercised regularly during major events such as the Woodward Avenue Dream Cruise.

## **Chapter 4 – The Investigative Function:**

### Criminal Investigation

The agency's patrol staff respond to calls for service, to include criminal complaints. The patrol staff then files a written report, to be reviewed by the Watch Commander. Cases that are not closed by arrest, citation, or non-criminal, will be forward to the Detective Bureau for review. The Detective Lieutenant reviews all cases forwarded to the DB and makes case assignment to Detectives. Solvability factors are considered when assessing each case. The agency has written directives in place for eyewitness identification.

### Crime Scene Processing

FPD has personnel available 24-hours a day to provide crime scene or traffic crash investigation. In the event that FPD does not have an evidence tech on duty, they reach out to surrounding agencies or the Michigan State Police Crime Lab for assistance.

Traffic Crash resources include the Oakland County Sheriff's Office and the Michigan State Police.

Written directives are in place to ensure that evidence is properly identified, preserved, processed and documented. Evidence may be submitted to the Oakland County Sheriff's Crime Lab or the Michigan State Police Crime Lab in accordance with FPD's written directives.

### Storage of Evidence and Property

Ferndale Police written directives require officers to record and submit all property or evidence to the department's property control system before the end of this shift. Officers must document the chain of custody for each item in their reports and package items in accordance with the written directive. Verification measures are in place for exceptional, valuable or sensitive items to include money, jewelry or valuables, drugs, and firearms. Property clerks notify the owner of property to return it prior to disposal. Procedures are in place to comply with Michigan standards for property disposal.

FPD has a designated evidence custodian, as well as alternates. Access to evidence or property is restricted to authorized personnel only. Officers submit evidence or property to the property control system through the use of one-way lockers. The property custodian empties the lockers and transfers the property to the vault. Enhanced security is provided within the vault for exceptional, sensitive or valuable items such as money, valuables, drugs, or firearms.

The agency complied with all required inspections, inventories and audits, however the personnel performing these tasks sometimes used the terms interchangeably. In the future, the person performing the tasks should have a clear understanding of the meaning of the terms inspection, inventory, and audit. Documentation using the correct terms clearly establish the proofs of compliance. The year 1 audit did not include a sufficient number of items (20) to identify a problem with the property function, but the situation was corrected for years 2 and 3.

### Juvenile Matters

The Ferndale Police Department has written directives pertaining to juvenile offenders. Juvenile offenders are held in sight / sound segregation from adult offenders. Juvenile offenders must be transferred to the custody of their parent, legal guardian, or Children's Village within 6-hours of their detention. FPD policies safeguard the constitutional rights of juvenile offenders.

### Special Investigations and Operations

FPD's written directives specify that an officer receiving a complaint of a special investigation will investigate the complaint to the extent possible, prepare a report, and submit it to the on-duty supervisor for referral to an outside agency such as NET, DEA, FBI-OCGVCTF, etc. The supervisor has the ability to lock the referral report of sensitive

investigations to make sure the information is secure. The CEO is apprised of all special investigation referrals. FPD has written directives in place regarding surveillance, decoy, raid or undercover operations. They have written directives on the use of confidential informants, though no informants were used in years 2 or 3 of the assessment period.

FPD has written directives regarding missing persons (juvenile or adult) and unidentified persons (living or dead), as well as safe delivery of newborns.

## **Chapter 5 – The Arrestee/Detainee/Prisoner Handling Function:**

### Transporting/Processing/Holding of Arrestees/Detainees/Prisoners

The agency has established policy and procedure in place to include the searching of vehicles used for the transport of any individual. The vehicle along with the arrestee or detainee must be searched prior transport. All prisoners are handcuffed behind the back unless there is justification to handcuff in front. The use of a leg restraint or hobble is authorized when a prisoner is combative. Whenever possible a detainee or prisoner is transported in a vehicle with rear compartment modification to minimize opportunity of escape. Seat belts must be used anytime a subject is transported. In the event a child needs to be transported and a child safety seat is required the Ferndale Fire Department is contacted to the facilitate the transport.

### Processing of Arrestees/Detainees/Prisoners

The agency maintains a processing area. The arrestee should never be left alone. Policies and procedures are in place for the control of weapons. Criteria exist for situations when an arrestee can be handcuffed to a bench. The arrestee is monitored at all times. Emergency alarms are located in the secure lock up area. Procedures are in place for us and what the expected response should be. Policy prohibits equipment in the lock up area which could be used as a weapon. Equipment allowed is limited to items necessary to process the arrestee. During the on-site tour it was learned the breathalyzer has not been in use for a while. Policy and procedure exist to prevent an escape.

### Holding of Arrestees/Detainees/Prisoners

The agency maintains a secure holding facility with a processing area and holds prisoners on a short-term basis. Cells 1 – 4 are general holding cells, cell 5 is a female holding cell and cell 6 is designated as secure holding for juveniles arrested for felonies of who are a danger to themselves. Prisoners requiring extended lodging are transported to the Oakland County jail. Policy states all in coming arrestees will be searched prior to lodging and upon movement in and out of the secure lockup area. Policy and procedure are in place in the event of a medical emergency. Personnel assigned to supervise arrestees receive initial and ongoing training in the care of detainees.

The agency maintains a hazard mitigation plan. In the event of a fire or other evacuation, dispatch shall notify the Ferndale Fire Department and the officer in charge. The lockup

area is inspected the first Friday of each month and a record of the inspection is maintained.

**G. Applied Discretion Compliance Discussion:**

During the on-site assessment the agency had no standards in applied discretion.

**H. Waivers of Standards:**

This section provides specific information on those standards which qualified for waivers. Waivers are available to agencies when it is impossible to comply with a specific standard. A request to waive standard compliance must be made to the Michigan Association of Chiefs of Police Accreditation Program Director in writing, on official agency letterhead, signed by the CEO. The following standard was granted non-applicable waiver:

*Standard 3.5.9 Police Canines*

**I. Standards Noncompliance Discussion:**

The agency had no standards in noncompliance during the on-site assessment.

**J. Future Performance / Review Issues:**

The agency was well prepared for the onsite assessment, as evident by the absence of standards in noncompliance and applied discretion. The assessment team encouraged the agency to consider additional assistance for the Accreditation Manager. Additionally, recommendations were made to look at succession planning for the management of accreditation.

**K. Summary and Recommendation:**

A thorough review of the files for compliance was conducted, as well as observations of compliance. After interviews were conducted, it is determined that the department was in compliance with all of the established accreditation standards, with waivers noted. Re-Accreditation is recommended.

Matt Kelleher, Team Leader  
Date: August 24, 2023

Reviewed and approved to be scheduled for a hearing before the MLEAC.

Program Director Ron Wiles  
Date: August 25, 2023