

**FERNDALE
POLICE
DEPARTMENT**

2020 ANNUAL REPORT

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Introduction from Police Chief Dennis Emmi



On behalf of the Ferndale Police Department, and as the Department's new Chief of Police, I am pleased to present the 2020 Annual Report.

In this report, you'll find information about the day-to-day functions of our Department: new hires, notable cases, ongoing programs, and more. We've also included data and information about the Department's Use of Force cases and policies—details critical to the ongoing national conversation about community policing.

While the past year provided some unforeseen challenges, Ferndale Police officers and staff met each one with commitment and honor. Guided by our organizational core values of [Integrity](#), [Service](#), [Commitment](#), [Courage](#), and [Compassion](#), our team showed up daily and continued to serve and protect the Ferndale community throughout the COVID-19 pandemic, despite the possibility of danger to themselves and their families. That's what the uniform means to us.

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

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





Our Mission

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

Our Vision

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



Ferndale Police Department Core Values

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

Integrity

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

Compassion

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

Service

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

Commitment

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

Courage

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

2020 Retirements, Promotions, and New Hires

Retirements

Chief Vincent Palazzolo
Sergeant Baron Brown
Officer Ken Jaklic

Promotions

Dennis Emmi (Captain to Chief)
David Spellman (Lieutenant to Captain)
Dan Kuzdzal (Sergeant to Lieutenant)
Patrick Lemke (Officer to Sergeant)
Lauren Zyrowski (Officer to Sergeant)

New Hires

- Giulia Koch, Dispatcher
- Benjamin Chimoski, Police Officer
- Stephen Wroe, Police Officer
- David Krajewski, Police Officer
- Courtney Link, Police Officer



Patrol Division





Captain David Spellman

The Patrol Division is commanded by Captain David Spellman. In 2020, the Patrol Division oversaw two retirements and the hiring of three new officers, bringing the Department's total sworn officers to 36. As our Department has transitioned to a younger team, we have developed a renewed focus on customer service-oriented policing. This has allowed our Department to build upon an already stable foundation of trust and transparency with the community.

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

The Patrol Division consists of two twelve-hour shifts. Four separate platoons (Day Shift A/B, Night Shift A/B) alternate between shifts. Day shift staff are on patrol between the hours of 7 a.m. and 7 p.m., while the night shifts patrol between the hours of 7 p.m. and 7 a.m.

Day Shift



Lieutenant
Shane Ptak



Lieutenant
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 a dispatcher. A second dispatcher also works between the hours of 11 a.m. and 11 p.m. to assist during the Department's busiest hours.

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

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

Woodward Ave., Eight Mile Rd., and Nine Mile Rd. This amounts to a high volume of traffic, causing a relatively high number of vehicle accidents; in 2020, our officers investigated more than 500 traffic crashes within the city.

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

The Department also coordinates planned events with the City's residents, businesses, and schools.

Night Shift



Lieutenant
Jason Collett



Lieutenant
Dan Kuzdzal

Midnight Shift A is commanded by Lieutenant Jason Collett. Midnight Shift B is commanded by Lieutenant Dan Kuzdzal.

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

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

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

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

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

Detective Bureau



Detective Lieutenant
Casey O'Loughlin

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

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

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

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

In 2020 alone, the Detective Bureau reviewed more than 1,900 case reports, including assault, theft, and weapons offenses. The thorough review of these cases resulted in the issuing of more than 350 warrants.



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)

www.ferndalemi.gov/departments/police

Significant Cases

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



Burglars Caught in the Act During Home Invasion

In January of 2020, Ferndale officers responded to a residence after the homeowner discovered and reported a burglar inside the home. The suspect fled and entered a vehicle before officers arrived.

Shortly after the incident, our dispatch center received a tip from an outside agency after a similar crime occurred in their city. Using this information, dispatch was able to generate an address for the suspect and officers were sent to the house. Shortly after their arrival, the suspect's vehicle approached the house, saw the officers, and sped away. Following a lengthy vehicle pursuit, the suspect crashed in Detroit and two subjects were taken into custody. Several items stolen from the Ferndale residence were recovered from the vehicle. The individuals were ultimately charged with Home Invasion.



Package Thief Apprehended After Robbing UPS Driver

In August of 2020, a UPS delivery driver was attempting to deliver a package at a Ferndale residence. The driver was approached by an individual claiming to be a family member of the residents and requested the package. The driver, suspicious, asked for identification. The subject then ripped the package out of the delivery driver's hands and fled the scene in a vehicle.

The UPS driver was able to provide the Ferndale Police with the vehicle's license plate. From the information provided, Ferndale detectives quickly begin surveillance of a residence in Detroit and arrested the thief as they returned home in the aforementioned vehicle.

The arrest of this subject turned up key evidence in several other fraud cases, along with the package stolen from the UPS driver.

Non-Fatal Shooting



In April of 2020, Ferndale officers responded to a property following reports of shots fired in the area, quickly locating an individual who had been shot several times inside the residence. Officers provided lifesaving measures before the person was transported to the hospital. They survived their injuries.

Patrol officers immediately began working hand in hand with the Detective Bureau to gather evidence at the scene and investigate every possible lead to locate the shooter. A suspect was later identified following a DNA match in an unrelated case from another agency. The suspect has since been charged with several offenses, including Assault with Intent to Commit Murder.

Officer Interrupts Armed Robbery at 7-Eleven

In October of 2020, officers responded to a Ferndale 7-Eleven following a report by the store's clerk of a robbery by gunpoint.

The robbery occurred just as a patrol officer was entering the parking lot and preparing to enter the store. The suspect walked out of the store, acting like a normal customer, before fleeing the scene. Investigators began comparing the crime to similar robberies in surrounding cities during the same timeframe. The Detective Bureau coordinated their investigation with officers from the Warren Police Department, who apprehended the suspect. The suspect was ultimately charged in Ferndale with Armed Robbery.



Units and Teams



Professional Standards Unit and Accreditation



Sergeant Janessa Danielson

In 2018, the Ferndale Police Department underwent an official assessment by professional standards organization KRW Associates. Following a key recommendation from the Assessment Report, the Department established a Professional Standards Unit, led in 2020 by Sgt. Janessa Danielson.

The first order of business for the Professional Standards Unit was a rigorous, year-long update of nearly every policy and procedure related to the function of the Ferndale Police Department and its officers. This process, officially known as Accreditation, was completed this year.

While there are several reasons a department would choose to pursue Accreditation, the Ferndale Police Department 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 the Ferndale Police Department believes that policing should be no different.

The Accreditation process has been standardized by 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 the Department's policies and procedures, the MLEAC assessed the Department on 105 standards, ensuring that each been met appropriately. On October 12, the Ferndale Police Department was formally recognized as an Accredited department, one of only 29 in the State of Michigan.

"To give you an idea of just how rarified your police department is: there are more than 600 law enforcement agencies in Michigan; yours is now one of 29 that have become accredited.

Your department was able to do what 95% of the departments in the State have not, to this point."

ROBERT STEVENSON
EXECUTIVE DIRECTOR,
MACP



Community Engagement Officer



Officer Jillian
Malhmeister

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

Officer Jillian Malhmeister has held the position since 2019 and continues to reinforce the Department's goal of being an innovative, community-oriented policing model. Through this model, the Department has focused on reorganizing efforts towards the community, and ultimately the people it strives to protect.

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

School Resource Officer



Officer Allison Shank

The Ferndale Police Department is committed to helping the children and students of Ferndale, including the Ferndale Public School District. Officer Allison Shank, assigned as the Ferndale Police Department's School Resource Officer since 2017, works to foster a professional and positive working bond with staff and students throughout the City.

2020 and the COVID-19 pandemic saw an entirely new set of challenges, restrictions, and safety regulations for the Ferndale School District, including virtual learning for all students. Officer Shank quickly adapted to the shifting priorities facing school resource officers; in addition to maintaining her relationships with staff and students on a virtual level, she was able to further assist the community by helping with general patrol duties normally handled by shift officers.

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

Records Division



Tamica
Brooks,
Records
Coordinator



Megan
Mercier,
Records
Department

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. Megan Mercier works as a Records Clerk with the Department.

The Records Division provides services to the public Monday through Friday, by phone or walk-in at the records counter, located in the Ferndale Police lobby.

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

Narcotic Enforcement Teams

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

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

Drug Enforcement Administration



Similar to the Narcotics Enforcement Team, the Ferndale Police Department also has one officer assigned to the Drug Enforcement Administration (DEA).

The DEA-assigned officer works with a team made up of federal agents and fellow area law enforcement professionals to investigate high-level criminal matters involving drug-related activity.

SWAT Team



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

FERNDALE POLICE: PERFECT SCORE BY THE HRC

For the third year in a row, the City of Ferndale received a perfect score for inclusive policies by the Human Rights Campaign Foundation and the Equality Federation Institute – one of just four cities in Michigan to do so.

As part of the index, which ranks cities across the US, the Ferndale Police Department received a perfect 22/22 for fair enforcement of the law, including responsible reporting of hate crimes and engaging with the LGBTQ community in a thoughtful and respectful way.



Mobile Field Force

The Ferndale Police Department has assigned four officers to assist the Oakland County Tactical Response Coordinating Group (OakTac) with the implementation of Mobile Field Force operations. Thirty-four agencies participate directly in this effort.

OakTac assists the public with major incidents statewide, including disaster preparation through FEMA. The assigned officers attend regular training sessions and are extremely active in the program.



FBI Violent Crimes Task Force

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



Additional Units

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

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

- Officer Jillian Mahlmeister held the position of MIDC Officer from January through June of 2019, after which she was named the Department's new Community Engagement Officer. Officer Chris Wiacek was selected to serve as the Department's next MIDC Officer.



Auxiliary Unit

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

Similar to sworn police officers, auxiliary officers are required to pass a comprehensive background check and attend a reserve police academy.

The auxiliary unit is used for a variety of important functions, from crowd and traffic control to performing "vacation checks" by request to ensure that the homes of residents are secure while they're away on vacation.

The unit also provides assistance to Ferndale police officers when needed, and regularly conducts ride-alongs with officers on patrol.

For the past several years, Ferndale's auxiliary officers have consistently dedicated over 2,000 hours annually to their services.

While auxiliary officers saw a reduction in their hours in 2020 due to COVID-19 restrictions and the cancellation of events and community gatherings, their commitment remained as strong as ever. The Ferndale Police Department is incredibly proud of the unwavering spirit and volunteerism shown by the Auxiliary Department.

Community Involvement



Policing in a Pandemic: The Year of COVID-19

In March of 2020, an unprecedented event struck our nation and world, changing the way law enforcement agencies were able to conduct business and assist their communities. The global COVID-19 pandemic saw a massive reduction in face-to-face engagement, multiple closures of City Hall and some City facilities, and the need for increased safety protocols.

With a mission of community safety, the Ferndale Police Department quickly rose to the occasion. Officers assisted with community food distribution programs, created several masked and socially distanced outdoor roundtable events to keep community engagement strong, and leadership served on the City's Emergency Order Management Team to help create new city safety policies.

The Department also made several adjustments to its protocols to better protect the public at large, 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 while on dispatched runs.
- All personnel and individuals, including arrestees, were required to wear face masks inside the station while in close contact areas where social distancing was not possible. Access to the Department was also restricted to necessary personnel.
- Officers were required to clean and sanitize their patrol vehicles following each shift. Officers were also asked to mitigate their exposure to other shifts and avoid unnecessary contacts.
- The Department was and continues to be deep cleaned on a daily basis in order to prevent any further unnecessary contamination.
- Beginning in April and continuing through June, the Department utilized an alternate emergency staff schedule in order to minimize personnel contact and prevent the spread of the virus.

Ferndale officers welcomed these necessary changes with an open mind and understanding about their role in stopping the spread of COVID-19. Our officers were true "frontline workers," making sacrifices for themselves and their families for the betterment of the Department. We are thankful for their service.

Special Events



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

With that said, 2020 was a unique and challenging year. In accordance with County and State health regulations related to the COVID-19 pandemic, no major events were undertaken

in 2020. The safety of the citizens of Ferndale, as well as that of the visiting public, is the Ferndale Police Department's core emphasis when planning and implementing city events, and it was important to support social distancing efforts to help stop the spread.

Despite the restrictions, the Department continued to engage with the community and help in any way possible while keeping social distancing a priority. Special Events Coordinator Sergeant Janessa Danielson oversees event logistics and safety procedures, ensuring that events follow all applicable laws and rules and that they are safe for the public at large to attend and enjoy. To make this happen, City departments, including Police, Fire, Public Works, City Hall administration, and event promoters meet extensively before, during, and after events to make sure they run smoothly. After an event is held, meetings occur to determine what went right and what should be changed to prevent issues moving forward. During an event, the special events liaison for the police department coordinates with local, state, and federal authorities regarding any potential threats or issues. In planning the event, the liaison takes into consideration laws regarding liquor control as well as crowd control and crowd safety.

In 2020, the Ferndale Police Department did its best to remain active with the community, keeping both social distancing and state regulations in mind. Beginning in April, the Police Department partnered with the Fire Department to host its first virtual round table with Police Chief Vincent Palazzolo and Ferndale Fire Chief Jack Pesha. The Police Department continued the roundtables into September. The community was encouraged to attend and given the opportunity to ask questions, voice concerns, and provide feedback in a relaxed, socially distanced setting.

Citizens Police Academy

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

The month-long program provides hands-on education about several aspects of police work and law enforcement, including patrol, investigation, SWAT, policy, philosophy, and operations. The goal

is to educate citizens about how and why the Police Department operates, creating better understanding and building a bridge between officers and residents.

The academy, led by Officer Jillian Mahlmeister, now takes place annually, with applicant registration available through the City's website. The academy is open to people who reside, work, or attend religious services in Ferndale.



FAN Comeback Response Team



In September of 2020, the Ferndale Police Department, in partnership with Families Against Narcotics (FAN), began implementing a FAN Comeback Quick Response Team—an initiative focused on providing assistance to people struggling with opioid addiction.

The program is simple: within days of a resident experiencing a non-fatal drug overdose, a Quick Response Team—comprised of a Ferndale police officer, a medical professional, and a recovery coach—performs a post-overdose wellness check. The team helps to provide necessary help and resources to individuals and families dealing

with opioid addiction, and seeks to reduce overdose incidents and keep people from "falling through the cracks."

Although Ferndale officers are required to carry Narcan while on duty, the City and Department realized the need for more personalized services for families and victims impacted by the opioid epidemic. The model has had significant success in other cities, including Sterling Heights, Roseville, Midland, and Saginaw.

Body Worn Cameras



In 2016, the Ferndale Police Department began the introductory phase of implementing body-worn cameras for all sworn on-duty police officers.

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

The program continues to run successfully today. The footage gained since 2017 has allowed the Police Department to receive critical information about encounters, as well as to utilize appropriately redacted video footage to educate the community about police practice and procedure.

Each Ferndale Police officer is outfitted with:

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

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

Fair and Impartial Policing and Use of Force



Fair & Impartial Policing

Beginning in 2017, the Ferndale Police Department began a serious inspection of its officers' abilities to police properly as it relates to fair and impartial policing—more specifically what is referred to as “implicit bias.” Each officer attends an off-site training focusing on the effect

of implicit bias on officers. This training also gives officers the information and skills needed to reduce and manage their biases. The Department also performs quarterly reviews of each officer's actions while on patrol and through various interactions with the public.

Use of Force

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

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

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

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

Policing Peacefully in an Unpeaceful World

On May 25, 2020, George Floyd died after prolonged use-of-force neck compression by an officer of the Minneapolis Police Department. In the weeks that followed, citizens across the nation protested and called for stricter Use of Force policies.

In Ferndale, citizens held peaceful protests in support of the safety and fair treatment of people of color. Ferndale Police leaders and officers not only attended; they greeted residents and visitors, handed out facemasks and hand sanitizer, and monitored traffic on nearby Woodward Ave. to ensure the crowd's safety.

When the Department was inevitably met with questions about their Use of Force data and policies, they were happy to share. They launched the Community Policing Advancements fact sheet, attended City Council meetings and provided community roundtables to answer questions, and began working with Oakland County on a new Transparency Dashboard to provide open data for all (launched 2021).

The Ferndale Police Department has worked stridently, and continues to do so, to act as community guardians, ensure the safety of the community it serves, and act as a model for other law enforcement agencies.

Ferndale Police Department
COMMUNITY POLICING ADVANCEMENTS

21ST CENTURY POLICING PILLARS

- Pillar 1: Building Trust & Legitimacy (Adopted 2016)
- Pillar 2: Policy & Oversight (Adopted 2016)
- Pillar 3: Technology & Social Media (Adopted 2016)
- Pillar 4: Community Policing & Crime Reduction (Adopted 2016)
- Pillar 5: Training & Education (Adopted 2016)
- Pillar 6: Officer Safety & Wellness (Adopted 2016)

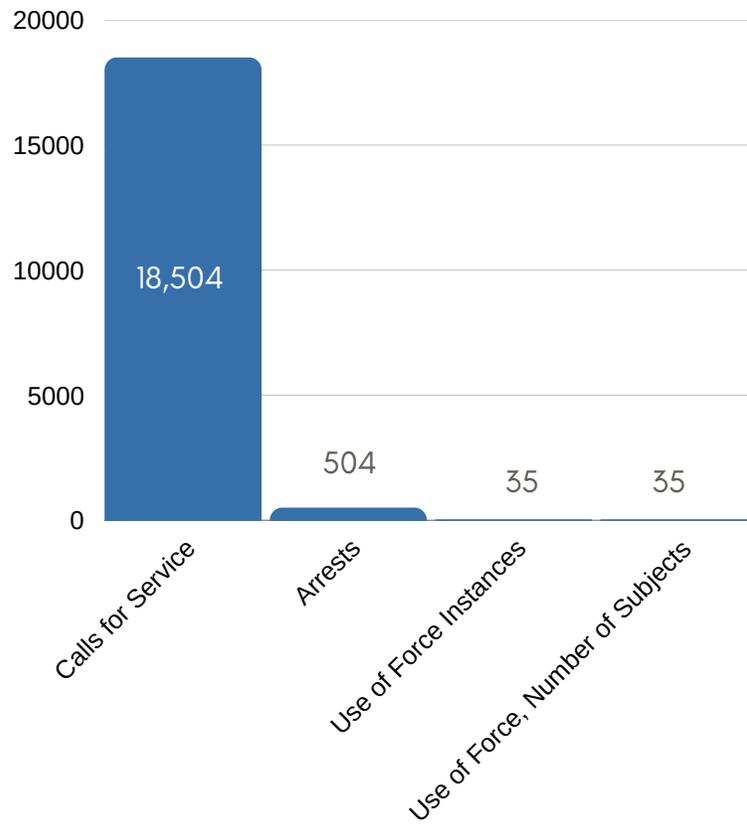
ACCOUNTABILITY IN PRACTICE

- Ongoing unconscious-bias training (Adopted 2016)
- Body-cam adoption by all officers (Adopted 2018)
- Involvement with Ferndale Inclusion Network (Since 2016)
- Supports open-data sharing initiative (Adopted 2016)
- Annual Citizens Police Academy (Adopted 2016)
- Citizen oversight committee (Studying for prospective adoption)

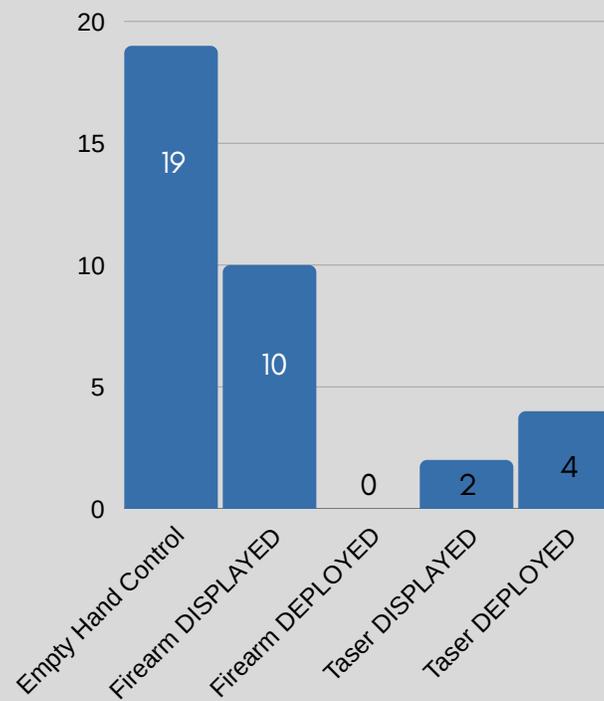
USE OF FORCE

- BAN Chokeholds and Strangleholds (never used/authorized, adopted as official policy 2020)
- BAN shooting at moving vehicles (Adopted 2016)
- REQUIRE deescalation training and practice (Adopted 2019)
- REQUIRE exhausting all alternatives before force (Adopted 2019)
- REQUIRE warning before shooting (Adopted 2019)
- REQUIRE comprehensive reporting (Adopted 2017)
- DUTY to Intervene in the case of inappropriate force (Adopted 2016)
- REQUIRE "Reasonableness"—situation-based use-of force alternatives (Adopted 2016)

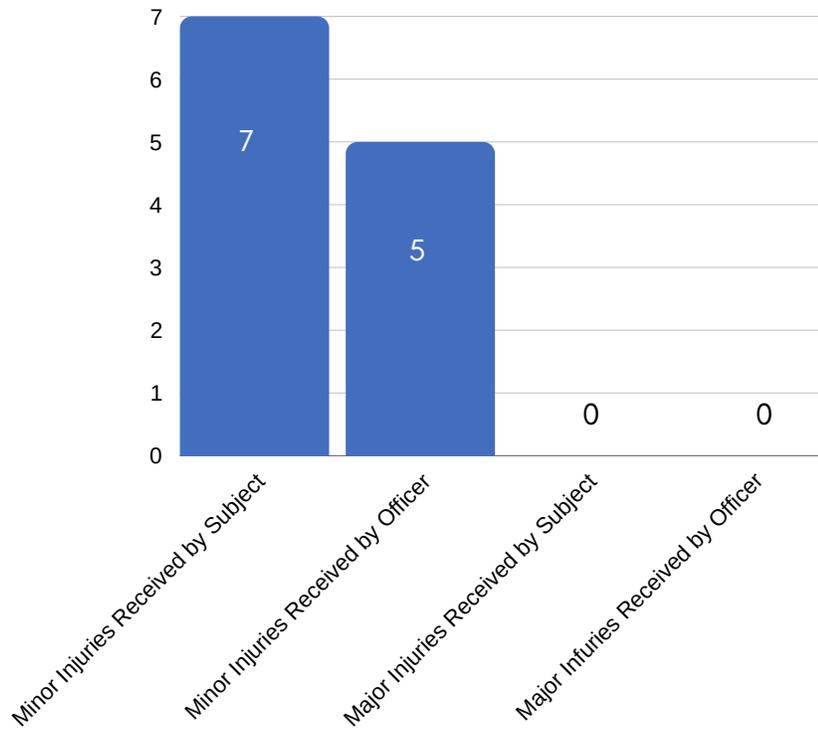
2020 Calls for Service, Arrests, & Uses of Force



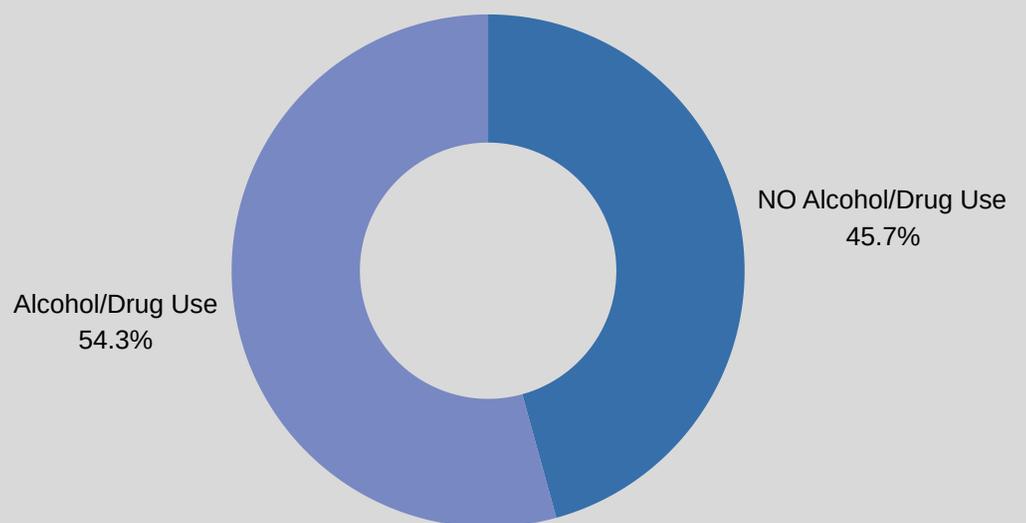
2020 Use of Force Control Method



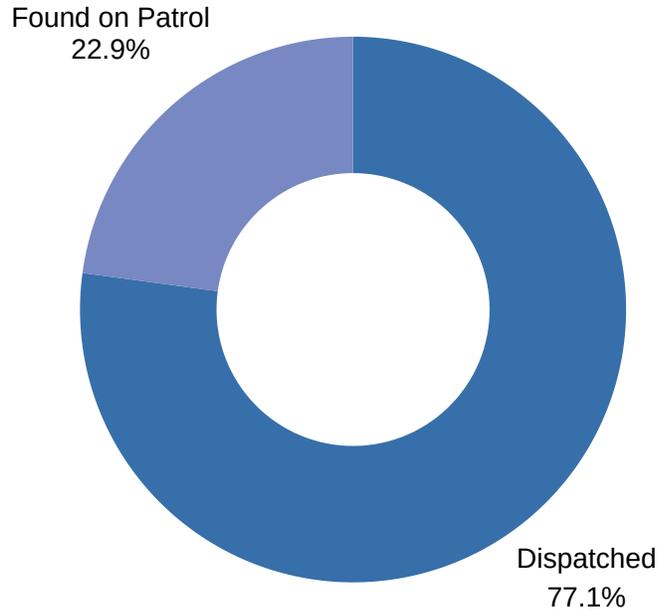
2020 Use of Force Injuries



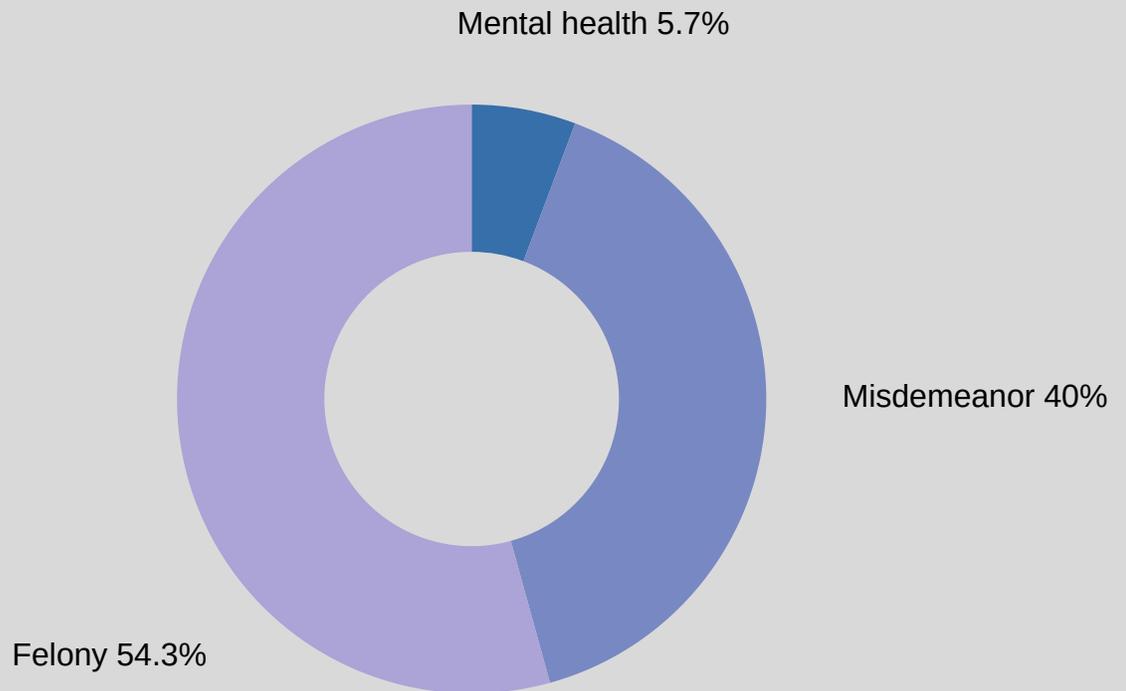
2020 Use of Force Subject Alcohol/ Drug Use



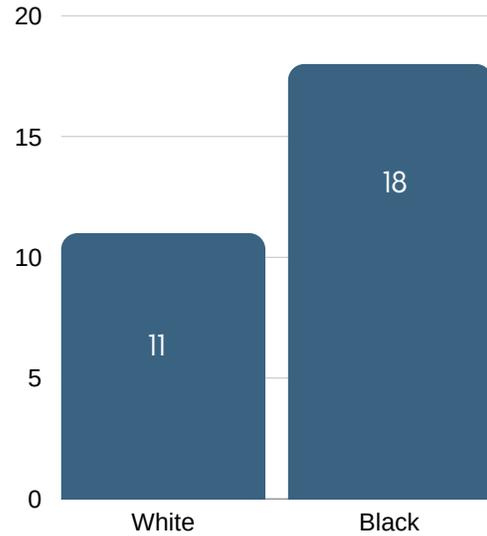
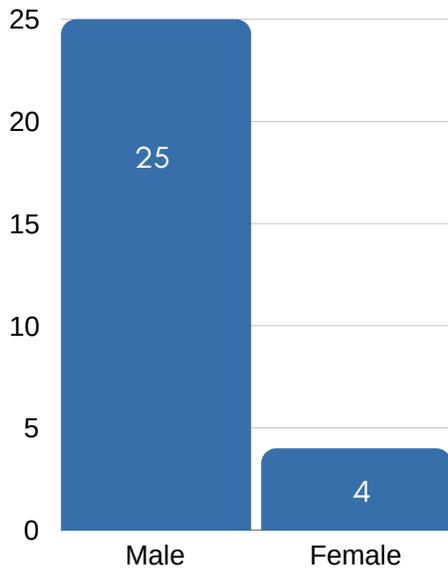
2020 Use of Force Initial Contact with Subject



2020 Use of Force Source of Incident



2020 Use of Force Subject Demographics



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

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

2020 was the second year the Response to Resistance Training Unit conducted in-service training for the Ferndale Police Department at the Oakland Police Academy CREST Center. The CREST Center is a simulated city built on the campus of Oakland Community College that is used solely for police training.

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

The reality-based training for 2021 is scheduled for October and the topics covered will be perimeter tactics, building search tactics, barricaded gunman response, responding to mental health calls involving violence, and coordinating with the Oakland County Aviation Unit.

Recruitment



Recruitment

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

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

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

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

By increasing Ferndale's visibility across local and regional communities and police academies, the Department hopes to continue building interest in law enforcement and promoting the City of Ferndale as an attractive, equitable, community-oriented place to work.

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

