



Hamburg Township Public Safety Department

PO BOX 157 • HAMBURG, MICHIGAN 48139
PHONE: (810) 231-9391 • FAX: (810) 231-9401
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RICHARD DUFFANY, DIRECTOR OF PUBLIC SAFETY



TO: Hamburg Township Board
FROM: Chief Richard Duffany
DATE: April 27, 2023
RE: Agenda Item Topic: **Special Assignment Selection**
General Ledger #: N/A
Number of Supporting Documents: N/A
NEW/OLD BUSINESS: **XXX** New Business

Requested Action

- Motion to approve the selection of Officer Kim Leeds to the vacant Detective position.

Background

The recent retirement of an officer has created a vacancy in the officer-level Detective position. This open special assignment was posted and there were three officers who submitted letters of interest for the position. Interviews of the three officers were conducted by myself and Deputy Director Dariusz Nisenbaum with the goal of selecting the most qualified officer to fill the position based upon training/education, experience and work history.

After the interviews, it was determined that Officer Kim Leeds was the most qualified officer for the position. Officer Leeds has 10 years' experience with the department including having 3 years of experience as a Detective. In her time as a Detective she received many departmental awards for her investigations and she was also recognized by the Livingston County Prosecutor's Office for her exceptional work with crime victims.

Officer Leeds has attended numerous investigative training classes including Cell Phone Investigations, Social Media Investigations, Elder Abuse Investigations, Investigating Crimes against Children, Computer Crime Investigations, Dark Web Investigations, Fraud Investigations, Title IX Investigations and Child Forensic Interviewing. She also will be completing her Master's Degree in Psychology this year.

Pursuant to Article 8 of the Collective Bargaining Agreement, I presented my recommendation that Officer Leeds be selected for the Detective position to the Township's Personnel Committee who unanimously agreed with my recommendation.



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Respectfully,

A handwritten signature in black ink, appearing to read "Richard Duffany".

Chief Richard Duffany
Director of Public Safety