

1. Please describe your relationship to the candidate?

I have known Dwayne since 2011, when he recruited me to join the Clare City Police Department. During that time, Dwayne was not only my supervisor but also a mentor who had a lasting impact on my professional development. Over the years, we have remained close, and I continue to look up to him as a role model for my own career.

2. What are the candidate's strengths and weaknesses?

Dwayne's major strengths extend beyond being an exceptional law enforcement officer—he possesses the knowledge and leadership skills necessary to guide and inspire others effectively. This strong understanding of both criminal and employment law makes him a confident and capable leader. Additionally, Dwayne is one of the most financially sound individuals I know; his ability to secure grants and strategically utilize available funds to achieve department goals is impressive. A weakness is that he at times will put his work duties ahead of his personal life, but I feel that he has been getting better over the years. This also makes him a high performer at his career though, that brings great things towards the organization.

3. Does the candidate work well with others?

Dwayne's human resource skills are amazing. I have watched him work with people who have a distaste for law enforcement and even other government officials. Dwayne has the ability to push past those barriers that they have and form a working/professional relationship for the best of the organization. Most people I know would state that he is easy to work with as he puts the issue on the table without a personal attachment to it. He can see both sides and is great at conflict resolution.

4. Can you describe a time when you watched the candidate face a challenging or stressful situation? How did they handle it?

When I was involved in a critical incident, being involved in an officer shooting, Dwayne arrived at the scene and took charge. It was a complicated situation with having to coordinate between our agency, the Michigan State Police, who would be running the investigation and the Prosecutor's Office. With it being the night before a holiday it was definitely a task to get a hold of people. Not only was he coordinating some of the investigation, he was also contacting spouses, Union Officials, and other services that we needed.

When there is a stressful event, Dwayne is the one you want to be at the scene. He will bring calmness to the scene. Dwayne knows exactly what needs to happen and when it needs to be implemented. I know that when I was involved, just hearing his voice on the radio brought a sense of calmness to me, because I knew he would take care of everything. It would be done the right way.

5. Would you describe the candidate as dependable?

Dwayne is one of the most dependable people that I know. I know from the above situation that Dwayne was loading his car to go on vacation at the time of the incident. He decided to postpone those plans to come in and assist with the incident. Dwayne also has always gotten budgets and grants in early before the due dates, because he is prepared for them and does not rush them.

6.What are some accomplishments you've noticed the candidate reach?

I have watched Dwayne accomplish so many things over the years. I have watched as he was the longest-serving Undersheriff in Clare County's history. I have watched him teach newly hired sheriffs, undersheriffs, and jail administrators on behalf of the Michigan Sheriffs Association. They recognize the value that he brought to the organization with his skill level.

I have observed him build relationships with board members who would have never helped the sheriff's office without the intervention of Dwayne. He has worked with Federal agencies to secure contracts, be awarded Grants, and balance a budget. There is a strong reason that Dwayne was presented with the Police Officers Associations of Michigan's Administrator of the Year Award.

7.Would you hire the candidate?

I would hire Dwayne in a heartbeat. I know that he would be the first one that I would call. With Dwayne's work ethic, human resource skills, financial skills, and law enforcement ability, he will always be someone that I would want on my team. He is everything that an employer would ever want in an employee.

8.What skills does the candidate have that you believe make them stand out as a quality candidate?

Dwayne has more knowledge and skill an anyone with a doctorate's degree. Dwayne has the ability to lead in all capacities. He has the passion to be a leader that you can go to with personal problems and the ability to take charge of a scene to a positive outcome. As previously stated, his human resources skills, law enforcement skills, and leadership style is the greatest I have ever had the privilege of working for. He can see the best of his employees and use their skills to work best with the agency/community. People want to work for him, and the leadership that is in charge of the agency wants to work with him.

9.How would you describe the candidate's communication and listening skills?

You are never uninformed when it comes to Dwayne. He is a great communicator and will keep everyone informed about the latest developments. I know from past experiences that because he keeps people informed, it lessens the rumor mill and false information. Dwayne is quick to respond to requests. Dwayne is a great listener and will allow everyone to speak what is on their mind and then respond. I know that he knows it is important for someone to get ideas and things off their chest to make an informed decision.

10. Would you ever work with the candidate?

Working with and for Dwayne has been one of the best privileges that I have ever had in my professional career. He motivates you to be better and will use your skills to make the agency a better place to work. I miss his personal and professional skills daily; he is someone that I would be proud to work with for the rest of my career.

11. Describe the candidate's work ethic?

Dwayne is a workaholic and he knows it. Because of his work ethic, I have watched the organizations that he is in charge of grow and become a great place to work. Dwayne puts his heart and soul into whatever position he has, and takes on the role that it needs to be. He is always available 24/7 to get the job done. He will meet at all hours, respond whenever he needs to, and trust the people that he works with. Barriers are not something in his vocabulary; there is a solution to everything if he puts his mind to it.

12. Why would you recommend the candidate for this particular position?

For the past 15 years, I have known Dwayne as a supervisor and a friend. I have worked for him when he was the chief of police, as well as an undersheriff. I can say without a doubt that Dwayne is the most qualified person for this position. His personality makes him a great leader as well as a law enforcement officer. Dwayne has served in many different roles in law enforcement. From a corrections officer, dispatcher, patrol officer, and an administrator. He has taken on those roles and has earned the respect of the people who have served under his leadership. I have no doubt that under his leadership, he will make the Mackinaw Island Police Department an even better organization. With his knowledge, he will push officers to be better, and will teach them to achieve a higher standard. He will also train them to someday take his spot. Watch and you will see that under "Midge" subordinates will see him as a role model for who they want to be as a law enforcement officer.

If you need any more information, please do not hesitate to contact me. I am excited for both Mackinaw Island and Dwayne for the opportunity for him to lead your police department.

-Steven Sentz