

1. Please describe your relationship to the candidate?

I have known Dwayne Miedzianowski professionally for a significant period of time. Since approximately 2003, when I started as an assistant prosecuting attorney with the Clare County Prosecutor's office, and through my transition to elected prosecutor in the same county in 2009. We have formed a friendship over that time as well and remain in contact since his departure from the Clare County Sheriff's Department.

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

Dwayne is a strong leader. I have observed him as both the Chief of Police in the City of Clare and as the Undersheriff in the Clare County Sheriff's Department. He has a firm grasp of managing officers and general police work, and he has a firm grasp of the administrative duties and preparing budgets. I have observed him to be kind, professional and firm when dealing with staff.

3. Does the candidate work well with others?

He most certainly works well with others. He has the innate ability to bring people together to collaborate, even when they might be on opposite sides of an issue.

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

I have observed him handle several challenging or stressful situations. It is hard for me to focus on one particular incident. But my impression across all of those situations is that he handled himself professionally and appropriately to the situation. In all of the years I have known Dwayne professionally, I have never said to him that I thought he was out of line for his response to a situation.

5. Would you describe the candidate as dependable?

Yes. As the elected prosecutor, when he was the Undersheriff, I routinely sought him out to assist with things my office required of his officers or department. He was dependable and the person I went to when I needed things accomplished. And, I found that if he said he was going to do something for me or for someone else, he followed through.

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

I've watched him successfully advocate on behalf of his employees for raises, for appropriate compensation during COVID, I saw him rise to Chief of Police in the City of Clare, then transition to Undersheriff. Again, over the years it is hard to pinpoint one particular achievement when I observed so many – big and small.

7. Would you hire the candidate?

Without reservation, if I had a position for him, he would be my choice. He will bring honor to your department. He will forge solid relationships with other partners in the criminal justice system (prosecutor, courts, etc). And, he will forge solid relationships with other community partners and businesses.

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

He is able to lead by example. He is able to collaborate with others. And, as I stated earlier, he has that ability to bring people together. He has the ability to prepare budgets that are solid and he is able to think outside of the box when needed.

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

He is an effective communicator and a great listener. I would go to him often for advice on administrative matters within my own office.

10. Would you ever work with the candidate?

Yes, and I have.

11. Describe the candidate's work ethic?

Impeccable. He strives to do the best job that he can.

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

Yes, without reservation.

Trista France

From: Michelle Ambrozaitis <mambrozaitis@gladwincounty-mi.gov>
Sent: Tuesday, October 14, 2025 4:51 PM
To: Mayor's Assistant
Subject: Fw: Dwayne Miedzianowski Reference
Attachments: Reference check questions for employment_Dwayne Miedzianowski.docx

Please find attached my completed reference check questions.

In my humble opinion, I think you would be making a grave error if you did not hire him as your Chief of Police.

Kind Regards,

Michelle J. Ambrozaitis
55th Circuit Court Judge Gladwin and Clare Counties

From: Cecilia Price <cprice@gladwincounty-mi.gov>
Sent: Tuesday, October 14, 2025 4:07 PM
To: Michelle Ambrozaitis <mambrozaitis@gladwincounty-mi.gov>
Subject: Fw: Dwayne Miedzianowski Reference

Cecilia Price
Judicial Secretary for the Hon. Michelle J. Ambrozaitis
55th Circuit Court - Clare County/Gladwin County
(989)426-6025 (Gladwin)
(989)539-7883 (Clare)

From: 55th Circuit Court Clerk <55thcourt@clareco.net>
Sent: Tuesday, October 14, 2025 4:04 PM
To: Cecilia Price <pricec@clareco.net>
Subject: FW: Dwayne Miedzianowski Reference

Alert: This email originated from outside your organization. Do not click links or open attachments unless you have verified the sender.

From: Mayor's Assistant <assistant@cityofmi.org>
Sent: Tuesday, October 14, 2025 12:50 PM
To: 55th Circuit Court Clerk <55thcourt@clareco.net>
Subject: Dwayne Miedzianowski Reference

Good afternoon,