

Brent LeMerise

OBJECTIVE

To obtain the position of Police Chief of the Madison Heights Police Department.

TRAINING

- Police Executives' and New Chiefs' School
- Michigan Association of Chiefs of Police, Fall & Winter Conferences (2021-2023)
- Accreditation Manager
- Police Recruitment and Retention Training
- First Line Supervision: Leadership and Management Skills
- Supervision of the F.T.O. Program
- Pistol and Shotgun Instructor
- Detective and New Criminal Investigator (Basic Detective School)
- Criminal Interview and Interrogation Techniques
- Death Investigations
- Child Death Scene Investigation
- Forgery Investigation
- Law Enforcement Response to Non-Stranger Sexual Assault
- Basic Hostage Negotiation

SKILLS

- **Planning:** Created emergency response plans for major events in Madison Heights including Festival in the Park, regularly met with Chief to discuss and address anticipated staffing needs, created performance improvement plans for deficient employees, planned FTO training schedules
- **Scheduling:** Implemented scheduling and payroll software remotely viewable to all department employees, improved outdated Detective Bureau scheduling calendar and call-in process, completed road patrol schedules
- **Coordinating:** Managed most major PD projects from 2022 through present, successfully coordinated police accreditation process, provided coordination for the entire FTO Cadre, coordinated the launch of the Recruitment Unit, coordinated several activities in the Detective Bureau
- **Leadership/Supervision:** Assigned as Road Patrol Sergeant for nearly 2 years, Detective Sergeant for approximately 1.5 years, Road Patrol Lieutenant for nearly 2 years, and Deputy Chief for over 1 year (over 7 years in promoted roles)
- **Technical Ability:** Maintain administrative rights in software programs for training, policies, scheduling/payroll, electronic personnel files, electronic evidence storage, and license plate reading, good typing and computer skills, familiarity with social media, proficient with available investigative tools

- Communication: Good verbal and written skills, detail-oriented, former negotiator for SE Oakland County SWAT (2007-2015), amended several department policies to comply with accreditation standards
- Interpersonal: In good standing with superiors, subordinates, city hall, fire department, and the public
- Morale building: Member of the Commendation Board for past the 10 years, customized electronic personnel software to include positive recognition of employees

EXPERIENCE April 2022 – present City of Madison Heights

DEPUTY POLICE CHIEF

- Supervise daily operations of all department personnel
- Regularly meet with Chief, Training Bureau, Investigations Bureau, and Road Patrol to discuss improvement of law enforcement activities
- Review and identify potential liability situations such as use of force, vehicle pursuits, and employee injuries
- Recommend employee counseling, training, or discipline as needed
- Coordinate activities with City Hall such as employee applications, backgrounds for business license applicants, false alarm billing, and pawn shop billing
- Coordinate emergency response plans and police presence for special events
- Administrator over multiple software programs key to department functions
- Oversee annual employee performance evaluations
- Handle budgeting for traffic enforcement and bullet proof vest grants
- Monitor overtime expenditures, identify trends, and implement solutions
- Handle maintenance of department equipment, including body cameras and radios, in the absence of a station support officer

April 2020 – April 2022

PATROL LIEUTENANT

- Supervise sergeants, officers, and PSAs on my assigned shift
- Internal investigator: Investigate all employee complaints within my wingspan of supervision to include disciplinary recommendations
- FTO Commander: Maintain oversight of FTO Cadre who trains probationary sergeants, officers, and PSAs
- Accreditation Manager: Implement the best police practices through policy change and provide several hundred proofs of compliance to the state panel
- Complete annual work performance evaluations for subordinates
- Train department personnel in administrative systems such as Guardian Tracking, Power DMS, and evidence.com
- Additional responsibilities include Biohazard Exposure Control Officer, Sex Offender Registration Coordinator, and TED/Garbage Day Coordinator

July 2018 – April 2020

DETECTIVE SERGEANT

- Supervised and trained detective officers
- Performed the duties of detective lieutenant in his absence
- Handled or assisted other detective officers with more labor intensive and complex investigations while handling my own caseload

- Discussed and executed budget with detective lieutenant
- Reviewed and amended department policies with the detective lieutenant

April 2016 - July 2018

PATROL SERGEANT

- Supervised officers and PSAs on my assigned shift and handled any disciplinary issues through counseling or written documentation
- Conducted briefings, delegated tasks, and completed beginning of duty paperwork, checked/organized reports, problem solved, and made difficult decisions
- Regularly inspected road patrol equipment
- Properly communicated information to the relieving shift supervisor

July 2010 - December 2015

DETECTIVE OFFICER

- Handled nearly three thousand (3,000) investigations. Types of cases included complex financial crimes, armed robberies, CSCs, and a homicide
- Processed and handled evidence
- Interviewed victims, witnesses, and suspects involved in each investigation
- Organized facts and details in report form, completed/executed search warrants, presentation to prosecutor, and subsequent adjudication including subpoena service and testimony
- Provided assistance and training to other detectives
- Coordinated investigations with outside agencies

December 2015 - April 2016

March 2003 - July 2010

PATROL OFFICER

- Emergency and non-emergency response to calls for service
- Completion of incident/accident reports
- Made appropriate arrests and completed booking procedures
- Conducted traffic enforcement and issued citations

March 2002 - March 2003 City of Grosse Pointe Woods

PUBLIC SAFETY OFFICER

- Emergency and non-emergency response to calls for service using police vehicle or fire engine
- Completion of incident/accident reports
- Made appropriate arrests and completed booking procedures
- Conducted traffic enforcement and issued citations

EDUCATION May 2022 through present Ferris State University

- Currently working on Bachelor's Degree in Criminal Justice

December 2000 Macomb Community College

- Associate's Degree in Law Enforcement

ACADEMY May 2002 Macomb Community College

- Basic Fire Academy

December 2001 Macomb Community College

- Basic Police Academy
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