



SCOTT J. HILDEN

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PROFESSIONAL SUMMARY

With over 32 years of dedicated service in law enforcement, I have built a career focused on leadership, operational excellence, and the safety of the communities I serve. As the Chief of Police and Director of Public Safety for a community of 33,000 residents, I oversee all police and fire department operations. My primary goal is to uphold the highest standards in both departments while continually implementing best practices to ensure effective public safety.

My background includes a deep expertise in defensive tactics, the use of force, police procedures, and comprehensive training programs. I've gained substantial experience in policy development, internal investigations, and risk management. Throughout my career, I have guided departments to achieve and maintain accreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA) and other respected bodies, ensuring strict adherence to national standards. Additionally, my work has extended to emergency vehicle operations, school safety, premises liability, and effective supervision and management of personnel.

I take my role as an expert witness in police conduct litigation with the utmost seriousness. I maintain a strictly neutral and objective perspective in my consulting work, ensuring that my assessments and recommendations are always grounded in facts, evidence, and established best practices. I aim to consistently support fair and just outcomes, regardless of the parties involved.

I believe firmly in fostering a culture of accountability, integrity, and professionalism within law enforcement. Whether focusing on training officers or overseeing department-wide initiatives, I aim to optimize efficiency, promote safety, and build lasting trust with the community. Through my leadership in school safety and community relations, I've worked to create secure environments for students and residents alike.

As a recognized leader in the field, I approach every challenge strategically, offering informed and authoritative guidance to enhance the effectiveness and credibility of police operations.

AREAS OF EXPERTISE

USE OF FORCE | CIVIL LIABILITY | BEST PRACTICE STANDARDS | POLICY/PROCEDURES | SCHOOL POLICING | PREMISE LIABILITY | POLICE OPERATIONS | RISK MANAGEMENT | EMERGENCY VEHICLE OPERATIONS | POLICE TRAINING | SUPERVISION & MANAGEMENT |

WORK EXPERIENCE

DIRECTOR OF PUBLIC SAFETY/CHIEF OF POLICE **2021 - CURRENT**
Northville Township Department of Public Safety | Northville, MI

- Chief of Police for a community of 33,000 residents.
- Lead an agency accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA), Michigan Law Enforcement Accreditation Commission (MLEAC), and (CALEA-accredited communications center.
- Responsibilities include all aspects of police and fire department operations.

CRIMINAL JUSTICE CONSULTANT **2022 – CURRENT**
The Police Chief Risk Management Group, LLC | Ann Arbor, MI

- Consultant and expert witness specializing in litigation cases related to police conduct.

CHIEF OF PUBLIC SAFETY/POLICE AND EMERGENCY MGMT

2016 - 2021

Washtenaw Community College | Ann Arbor, MI

- Chief of Police for a public safety department with a team of 7 sworn officers, 34 non-sworn officers, and support staff.
- Served as Emergency Manager, primarily responsible for the college emergency operations planning and overseeing the crisis management team leader.
- Responsible for all school safety for the student population of approximately 12,000

DEPUTY CHIEF OF POLICE

2013 - 2016

Canton Township Public Safety | Canton, MI

- I worked at a department of 95 sworn officers, leading the patrol division comprising 60 patrol officers, 16 dispatcher personnel, three school resource officers, five selective enforcement officers, two canine officers, eight sergeants, and four lieutenants. **Responsibilities included:**
- **CompStat:** Overseeing department statistics and performance metrics preparation and analysis.
- **CALEA Compliance:** Ensuring patrol personnel adhere to CALEA accreditation requirements, collaborating closely with the department's accreditation manager.
- **Internal Affairs Investigations:** I oversee approximately 65 internal affairs investigations conducted by the department annually. I also reviewed all use of force reports, averaging 50-60 incidents annually.

LIEUTENANT, PATROL DIVISION – SHIFT COMMANDER

2011 - 2013

Canton Township Public Safety Special Services | Canton, MI

- Led shift supervisors, patrol officers, and dispatch personnel, providing guidance, development, and direction.
- Served as a Community Policing Team Leader, collaborating with schools, community leaders, and groups to address local issues.
- Supervised our department's school resource officers and K9 units.

LIEUTENANT, STAFF OPERATIONS DIVISION

2008 - 2011

Canton Township Public Safety Special Services | Canton, MI

- Direct supervision over the following areas and units:
- **Records Bureau:** Managed the Records Bureau, overseeing a team of 9 clerks responsible for handling Freedom of Information requests, firearm permits and registration, and property room management.
- **Selective Enforcement Unit:** Supervise a team comprising four traffic officers and one motor carrier officer.
- **Training Unit:** I supervised the department's training unit, in-service training, and a group of 20 field training officers and dispatcher training officers, focusing on recruit training and program management.
- **Liaison:** I have established constructive relationships with a wide range of groups and organizations, including houses of worship, businesses, schools, homeowners' associations, leisure, and municipal services.
- **Accreditation:** Worked with the accreditation manager to formulate policies and procedures aligned with CALEA requirements.

LIEUTENANT, PATROL DIVISION SHIFT COMMANDER

2006 - 2008

Canton Township Public Safety | Canton, MI

- Served as a night shift commander and managed the on-duty patrol staff and a community policing team.
- Supervised the bicycle unit and accident investigation team.

SERGEANT, STAFF OPERATIONS

2003 - 2006

Canton Township Public Safety | Canton, MI

- Managed the following units:
- **Crime Prevention:** Presented crime prevention seminars in Canton, focusing on identity theft, personal safety, and construction site theft prevention for residents and businesses.
- **Crime Analysis:** Analyzed crime data to uncover trends and patterns, effectively relaying insights to investigators and patrol units.
- **Community Relations:** Responsible for establishing relationships with community stakeholders.

POLICE OFFICER | SCHOOL RESOURCE OFFICER
Northville Township Department of Public Safety, Northville, MI

1999 - 2001

- Dedicated full-time to Plymouth Canton Educational Park, serving over 6,000 students from Plymouth, Canton, and Salem High Schools, focusing on enhancing school safety and building police-community relations.
- Focused on the National Association of School Resource Officers approach to school policing called the Triad approach. This emphasized the officer's responsibilities as a public safety educator, mentor/informal counselor, and law enforcement officer.
- Department Instructor in the following areas: defensive tactics/use of force, emergency vehicle operations, and high-risk traffic stops.
- Field Training Officer- responsible for the training and assimilation of new officers into the organization.

EDUCATION

Master of Liberal Studies | Police Supervision and Management | 2005
Eastern Michigan University | Ypsilanti, MI

School of Police Staff and Command | 2002
Eastern Michigan University | Ypsilanti, MI

Bachelor of Arts | Criminal Justice | 1989
Michigan State University | East Lansing, MI

LEADERSHIP AND AWARDS

LEADERSHIP:

- **2023 Advisory Board Member to Wayne County Police Academy.**
- **2023 Member of Michigan Association of Chiefs of Police Traffic Safety Committee.**
- **2018 Governor's Task Force on School Safety:** Contributed subject matter expert establishing 29 recommendations for school safety.
- **2006 -2013 President, Canton Command Officers Association.**

AWARDS:

- **2015 Director's Recognition Award:** Recognized for exceptional service in police department operations.
- **2011 Governor's Traffic Safety Advisory Commission:** Effectively reducing traffic crashes and crime rates through the Innovative data-driven approach to crime and traffic safety (DDACTS).
- **2009 Michigan Association of Chiefs of Police:** Traffic safety award for outstanding efforts in traffic enforcement and crash reduction.
- Received 30 additional awards for meritorious actions, including a life-saving award.

PROFESSIONAL ASSOCIATIONS

CURRENT AFFILIATIONS:

- International Association of Chiefs of Police
- Police Executive Research Forum
- Michigan Association of Chiefs of Police
- Wayne County Association of Chiefs of Police
- Southeast Michigan Association of Chiefs of Police
- Western Wayne County Association of Chiefs of Police

PAST AFFILIATIONS:

- Washtenaw County Criminal Justice Association- 2021 served as President.
- Michigan Association of Campus Law Enforcement Administrators
- International Association of Campus Law Enforcement Administrators
- National Association of CLERY Compliance Officers
- Campus Public Safety Administrators Group-Michigan Association of Chiefs of Police

ADDITIONAL TRAINING:

- I have extensive training and experience instructing martial arts self-defense classes in Tang Soo Do Moo Duk Kwan, a Korean martial arts style. I earned the rank of 1st Dan, Black Belt, in 1987.
- Training in Judo and basic ground defense tactics
- Police Department Defensive Tactics Instructor in the Pressure Point Control Tactics system since approximately 1996.