



SCOTT J. HILDEN

South Lyon, MI | sjhildenconsulting@gmail.com | (248) 880-3521

PROFESSIONAL SUMMARY

With over 32 years of dedicated service in law enforcement, I offer a wealth of knowledge and experience. As an expert witness/consultant, I specialize in providing comprehensive insights into police operations, procedures, and best practices. My career has been shaped by a commitment to leadership, operational excellence, and community safety, making me uniquely qualified to understand the complexities of law enforcement matters.

As chief of Police and Director of Public Safety for a community of 33,000 residents, I oversee all police and fire department operations. My focus has always been on maintaining the highest standards and implementing best practices in public safety. This extensive experience positions me well to provide clear, informed opinions on various police-related issues in litigation.

I possess in-depth expertise in all facets of police operations, including defensive tactics, the use of force, police procedures, and officer training programs. Throughout my career, I have been actively involved in policy development, internal investigations, and risk management. I have also successfully guided departments in achieving and maintaining accreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA), ensuring strict adherence to national standards.

As an expert witness/consultant, I take my role seriously and approach each case with impartiality and objectivity. My assessments and recommendations are always grounded in facts, evidence, and established best practices. I am dedicated to supporting fair and just outcomes, regardless of the parties involved, and I provide clear communication to understand the nuances of police conduct and operations.

I firmly believe in a culture of accountability, integrity, and professionalism within law enforcement. My experience extends to areas such as school safety and community relations, where I have worked diligently to promote secure environments for students and residents alike.

My expertise extends into all facets of the law enforcement profession, as my experience is grounded in my years as a police officer, school resource officer, instructor/trainer, sergeant, lieutenant, special services lieutenant, deputy chief, chief, and director of public safety.

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

AREAS OF EXPERTISE

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

Police Practices/Operations

With extensive leadership experience as Chief of Police and Director of Public Safety, I have implemented and supervised all aspects of law enforcement operations. I specialize in evaluating whether police practices meet professional standards and legal requirements. My ability to assess operational conduct in critical incidents is supported by my experience as an instructor, where I taught officers how to apply proper techniques and strategies in the field.

Police Training

I have developed and delivered comprehensive training programs on critical topics such as using force, defensive tactics, and crisis intervention. As an experienced instructor, I design training programs that incorporate real-world scenarios and emphasize best practices, ethical decision-making, and compliance with legal standards. I am qualified to assess whether inadequate training contributed to the actions under review.

Supervision & Management

As a law enforcement executive, I have supervised and managed personnel, operations, and high-stakes incidents. My experience includes mentoring supervisors and ensuring accountability at all levels. As a leadership instructor, I have trained supervisors in effective management practices, decision-making, and personnel development. I can evaluate whether proper supervision and management practices were in place and adhered to during the incidents.

Use of Force

I have over three decades of experience analyzing and managing use-of-force incidents. I am highly knowledgeable in constitutional standards, case law, and accepted police practices, allowing me to evaluate the appropriateness and proportionality of force in any given situation. Over a decade as a use-of-force instructor and having achieved the rank of black belt in a Korean style of martial arts called Tang Soo Do. I have trained officers in tactics, decision-making under stress, and de-escalation techniques, ensuring they operate within legal and professional boundaries. I am an ICAT instructor (Integrating Communications, Assessment, and Tactics) developed by the Police Executive Research Forum. This program teaches officers de-escalation and tactics to reduce the need to use force in critical incidents.

Best Practice Standards

As a law enforcement executive, I have consistently applied nationally recognized best practices to improve department policies, training, and operations. My experience includes leading my department through accreditation processes, which require a thorough review and implementation of best practice standards. My agency is accredited through the gold standard in law enforcement accreditation, CALEA (Commission on Accreditation for Law Enforcement Agencies), and the Michigan Law Enforcement Accreditation Commission. I integrate these best practices into training programs to ensure officers are fully equipped to meet professional and legal expectations. My expertise enables me to identify deviations from accepted standards.

Policy/Procedures

I have developed and implemented comprehensive policies and procedures, ensuring alignment with constitutional standards, legal mandates, and industry best practices. I have also led departments through accreditation processes, which required the development of policies that meet or exceed national standards. My experience includes assessing whether policies adequately guide officer conduct in high-pressure situations. As a trainer and policy advisor, I have educated officers on the practical application of departmental procedures, enhancing their understanding of navigating complex situations.

School Policing

My experience in school policing includes serving as a School Resource Officer (SRO) in the K-12 system and as Chief of Police/ Emergency Manager at a community college of 12,000 students. I have firsthand knowledge of the unique challenges involved in policing educational environments, including the need for specialized training in youth development, de-escalation, and conflict resolution. I have trained SROs to build positive relationships with students and staff while maintaining a safe learning environment. This dual perspective allows me to evaluate whether officers' actions in school settings were appropriate and in line with best practices.

Premise Liability

My experience includes evaluating the adequacy of safety and security measures in public and private settings. I served three years as my department's crime prevention expert and have been trained in basic and advanced crime prevention

techniques. I can assess whether actions or inactions contributed to premise liability incidents, offering expert insights on best practices for ensuring safety on the property. I also have experience advising on implementing security measures, such as surveillance systems and physical barriers, to minimize liability risks.

Risk Management

I have a proven track record of identifying and mitigating risks in law enforcement operations to reduce liability and enhance public safety. My expertise includes conducting risk assessments, reviewing high-liability incidents, and providing actionable recommendations to minimize future exposure. I have trained officers and supervisors in risk management strategies, emphasizing proactive approaches to reduce operational and legal risks.

Emergency Vehicle Operations

My extensive experience included overseeing and training officers in emergency vehicle operations. As an instructor, I have provided officers with critical training in pursuit policies, high-speed response techniques, and safe driving practices. I can evaluate whether emergency vehicle operations were conducted safely and within accepted practices, ensuring compliance with legal and professional standards.

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
- ALICE active threat instructor

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 oversaw 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 various 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.

SERGEANT PATROL Division

2001 - 2003

Canton Township Public Safety | Canton, MI

- Served as a day shift supervisor and managed on-duty patrol officers and administrative staff.
- Managed and supervised the School Resource Officers.

POLICE OFFICER | SCHOOL RESOURCE OFFICER

1992 - 2001

Canton Township Public Safety, Canton MI

- Patrol officer until 1999, then 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.

LEADERSHIP AND AWARDS

LEADERSHIP:

- 2025- Michigan Commission on Law Enforcement Standards Subject Control Focus Group as a Subject Matter Expert to review the basic training curriculum and training objectives for subject control.
- 2023- Current Advisory Board Member to Wayne County Police Academy
- 2023- Current 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.
- 30 additional awards for meritorious actions.

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

TEACHING HIGHLIGHTS

- Wayne County Regional Police Academy- Instructed as a defensive tactics instructor.
- Washtenaw County Regional Police Academy- Instructed a course on the 21st Century Police Officer.
- Eastern Michigan Staff and Command School- Instructed on leadership, mentoring, and development of new officers.

- Throughout my 32-year career, I have taught hundreds of officers in police-related tactics, topics, and procedures.
- I have taught and presented to hundreds of community members, including students, business leaders, and houses of worship, on topics such as active shooter protocols, school safety, theft prevention, cybercrime, fraud, and more.