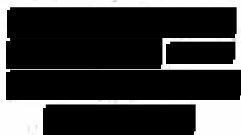


**AGENDA**  
**CHOCOLAY TOWNSHIP BOARD**

Township Fire Hall Room  
May 21, 2024 – 5:30 P.M.

- I. MEETING CALLED TO ORDER**
- II. PLEDGE OF ALLEGIANCE**
- III. ROLL CALL:** Richard Bohjanen (Supervisor), Max Engle (Clerk), Ben Zyburt (Treasurer), Dave Lynch, Kendra Symbal, Donald Rhein, Judy White (Trustees).
- IV. APPROVAL OF AGENDA – Additions/Deletions.**
- V. PUBLIC COMMENT**
- VI. NEW BUSINESS**
  - A. Receive the Police Chief Applications.
  - B. Discuss Timing Allowed for Each Interview.
  - C. Discuss Questions Used for the Police Chief Interviews.
  - D. Discuss Criteria Used for Selection Process.
  - E. Motion – If Needed to Validate the Interview Process.
- XIV. BOARD MEMBER’S COMMENTS**
- XV. PUBLIC COMMENT**
- XVII. ADJOURNMENT**

# Nicholas B. Carter



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## Training and Certifications

- MCOLES Certified
- LEIN TAC
- MACNLOW-Supervisor Level 1
- Evidence Technician
- Cellebrite CCO/CCPA
- REID Interview & Interrogation
- Basic Investigator School
- ARIDE
- Tactical Encounters Trained
- Officer/Citizen Encounters Trained
- Freeze +P/O.C. Spray Certified
- PPCT Defensive Tactics Certified
- PPCT Spontaneous Knife Defense Certified
- TASER Certified
- Class III Breath Test Operator
- MCOLES Firearms Qualified
- Precision Driving Qualified
- Radar/Lidar Certified
- CPR, AED, and First Aid Certified

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## Employment History

**Chocolay Township - Marquette MI**

Oct 2015-Present

*Detective/Corporal*

- Develop and maintain relationships with members of the public; increasing public confidence in the police.
- Mentor and train new officers in department policies and regulations.
- Member of Michigan State Police Computer Crimes ICAC Federal Task Force.
- Maintain large investigations for the department; while submitting accurate and complete reports on investigations and arrests.
- Provide courtroom testimony in criminal proceedings.
- Provide first aid to victims of crimes and accidents.

**Northern Michigan University - Marquette MI**

Oct 2015 – June 2018

*Patrolman*

- Worked collaboratively with school employees and other emergency personnel: paramedics, police officers, and firefighters.
- Responded to emergency calls quickly and safely; resulting in public safety.
- Enforced laws, initiated arrests, de-escalated individuals in distress.

**Menards - Marquette MI**

April 2013-April 2015

*Assistant Department Manager*

- Provided effective leadership and direction to department staff, and managed interdepartmental projects.
- Maintained relationships with guests and positive working environment.

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**Education**

**Northern Michigan University**  
Bachelors of Science in Criminal Justice  
Social Services Minor

August 2014

**Northern Michigan University**  
Regional Police Academy Graduate

August 2015

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**References**

**Nichole Dyson**  
Michigan State Police

[REDACTED]

**Jill Hoffman**  
Marquette County Prosecutor

[REDACTED]

**Holly Smith**  
Michigan Made

[REDACTED]

**Jesse L. Wernholm**



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**Education**

- 05/13 – 05/18      **Northern Michigan University**  
Marquette, MI.  
*Masters – Public Administration*
- 05/03 – 08/03      **Northern Michigan University Regional Police Academy**  
Marquette, MI.  
*Certification – Michigan Commission on Law Enforcement Standards*
- 01/99 – 05/03      **Northern Michigan University**  
Marquette, MI.  
*Bachelors – Criminal Justice*
- 09/94 – 06/98      **Marquette Senior High School**  
Marquette, MI.

**Employment**

- 05/08 – Present      **Northern Michigan University Regional Police Academy**  
Marquette, MI.  
*Instructor*
- 08/07 – Present      **Northern Michigan University School of Health and Human Performance**  
Marquette, MI.  
*Instructor*
- 08/05 – Present      **Northern Michigan University Police Department**  
Marquette, MI.  
*Sergeant*
- 10/03 – 10/06      **Chocolay Township Police Department**  
Marquette, MI.  
*Police Officer*
- 06/98 – 11/98      **Wisconsin Central Railroad Ltd.**  
Fond du Lac, WI.  
*Laborer*

**Professional References for Jesse Wernholm**

**Greg Zyburt**

*Sheriff - Marquette County (Former Supervisor – Chocolay Township Police)*  
Marquette, MI.

██████████

**Edward Nolan**

*Police Officer – Bloomfield Township (Police Academy Squad Leader)*  
Bloomfield Township., MI.

██████████

**Donald Peterman**

*Police Lt. (Retired) – Northern Michigan University Police Department (Former Supervisor)*  
Marquette, MI.

██████████



# ANTHONY CARRICK

## CONTACT ● EXPERIENCE

██████████ phone  
██████████ email  
██████████ address

## PROFESSIONAL SUMMARY ●

Seasoned Police Sergeant with over a decade at Chocolay Township Police, adept in critical thinking and conflict resolution. Spearheaded community policing efforts and led investigative successes, leveraging strong communication skills to build trust and foster safety.

## EDUCATION ●

August 2021  
**Master of Science (M.S.) in Public Administration**  
Northern Michigan University, Marquette, MI, US

May 2007  
**Bachelor of Science (B.S.) in Criminal Justice**  
Lake Superior State University, Sault Sainte Marie, MI, US

December 2004  
**Associate in Science (A.S.) in Criminal Justice**  
Kirtland Community College, Roscommon, MI

January 2023 - Present

### **Tribal Police Officer**

Keweenaw Bay Tribal Police, Baraga, Michigan

- Adhered to departmental policies and procedures during all interactions with the public.
- Conducted thorough investigations into criminal activities on the reservation.
- Demonstrated excellent communication and interpersonal skills when interacting with tribal members, law enforcement officers, and other agencies.
- Conducted investigations into various crimes.

May 2017 - Present

### **Police Sergeant**

Chocolay Township Police, Marquette, Michigan

- Monitored officer performance through field observations and reviews of incident reports.
- Supervised and guided subordinate staff in performance of assigned duties.
- Facilitated successful partnerships between members of the department and citizens in order to maintain positive relationships within the community.
- Trained new recruits on patrol operations including radio usage protocols and vehicle operations.
- Conducted investigations of criminal activity, prepared case reports and testified in court proceedings.

May 2016 – Present

### **Police Academy Instructor**

Northern Michigan University, Marquette, MI

- Develop and implement lesson plans for police academy recruits.
- Evaluate and provide feedback on recruit performance
- Provide instruction on legal and procedural information
- Create a safe and secure learning environment.

## **SKILLS**

- Conflict Resolution
- Community Policing
- Decision Making
- Effective Communication
- Policy Knowledge
- Critical thinking

## **CERTIFICATIONS**

- Michigan Commission on Law Enforcement Standards (MCOLES) Certified
- Taser Instructor
- Firearms Instructor
- Drug Recognition Expert (DRE)
- Standardized Field Sobriety Instructor
- Field Training Officer (FTO)
- LEIN Local Area Security Officer (LASO)
- International City/County Management Association (ICMA) Leadership Academy
- MACNLOW Police Supervisor Training (Level 1-3)

## **AWARDS**

- Patrol Officer of the Year 2011
- Life Saving Award
- UPAWS Volunteer of the Month
- Letter of Commendation



# Anthony J. Carrick

Cell: [REDACTED] • Email: [REDACTED]

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## PROFESSIONAL REFERENCES

### Individual

### Range of Knowledge

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#### **Adam Ladd, Lead Instructor**

NMU Police Academy  
Cell: [REDACTED]

#### Frame of Reference

Mr. Ladd currently works for both NMU Police Academy and Marquette County Sheriff. Mr. Ladd has previously worked for Chocolay Township, where I was his direct Supervisor. Mr. Ladd and I are currently co-instructor at the NMU Police Academy. Mr. Ladd can attest to my abilities as a supervisor, a co-worker and as a fellow officer.

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#### **Holly Muscoe, Principal**

Cherry Creek School  
Work: [REDACTED]  
Cell: [REDACTED]

#### Frame of Reference

Mrs. Muscoe and I have worked together to bridge the gap between Chocolay Township and Cherry Creek School. Mrs. Muscoe has participated several meetings with myself and other township employees in the goal off building a stronger relationship between the two agencies. Mrs. Muscoe and Myself have also worked together to build a relationship with the student of Cherry Creek so that the Chocolay Police can better serve the community.

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#### **Dale Goodreau**

Keweenaw Bay Tribal Police  
Work: [REDACTED]  
Cell: [REDACTED]

#### Frame of Reference

Mr. Goodreau is the current Chief of Police for Keweenaw Bay Tribal Police and is also a current Keweenaw Bay Tribal Board Member. Mr. Goodreau and I have worked together as fellow patrol Officers. Mr. Goodreau has also supervised me when he was a Sergeant, Captain and now as Chief of Police. Mr. Goodreau can attest to my work ethic and dedication to my agencies.

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#### **Matt Lequia, Detective SGT.**

Michigan State Police.  
Work: [REDACTED]  
Cell: [REDACTED]

#### Frame of Reference

Mr. Lequia is currently a Detective Sergeant with the Michigan State Police. Mr. Lequia was previously a patrol trooper and a Detective with UPSET. Mr. Lequia began his career with Chocolay Township Police, were I acted as his supervising officer. Mr. Lequia can attest to my abilities as a supervisor. Mr. Lequia can also attest to my dedication to building relationship among the law enforcement community.

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#### **Jenna Nelson, Prosecutor**

Marquette County Prosecutor  
Work: [REDACTED]

#### Frame of Reference

Mrs. Nelson is the current Marquette County Prosecutor. Mrs., Nelson and I have worked on numerous cases together over the years, both in her roles as Assistant Prosecutor, Chief Assistant-Prosecutor and now as Prosecutor. Mrs. Nelson can attest to my attention to detail and my commitment to this profession.



**CHERRY CREEK ELEMENTARY SCHOOL**  
"Growing Together"



**Holly Muscoe**  
Principal



March 13, 2024

To Whom it May Concern,

It is with great honor that I write this letter of recommendation on behalf of Sgt. Anthony Carrick, whom I believe is a tremendous asset to our community. Since assuming my role as building principal, I have had the pleasure of working closely with Sgt. Carrick as we have committed to strengthening the law enforcement-school connection. Sgt. Carrick currently serves the students, staff, and families at Cherry Creek Elementary School on a regular basis. His dedication and commitment to us is unmatched and I make this recommendation without hesitation.

One quality that I appreciate most about Sgt. Carrick is that he takes initiative. He and his colleagues presented our school with several backpacks filled with supplies to start the school year. When I expressed that arrival and departure times at our school were a safety concern, he committed to having officers on site to support us. While this increases safety, it also has created an environment in which our students have created positive relationships with law enforcement officers. Sgt. Carrick greets our students and their families with smiles, high fives, and offers them stickers, too! In addition, he has participated in our holiday festivities, celebrated a student's cancer diagnosis anniversary, and even worked to learn ASL to support one of our students. I could share countless examples...he truly goes above and beyond!

Sgt. Carrick has taken the responsibility of supporting our school safety with tremendous dedication. He initiated a summer meeting in which I could share our building and district protocols so that he and his officers could gain insider knowledge in the event that they would ever need to respond to an emergency situation. He also signed up to join our district-level crisis team and has participated in safety drills and staff trainings throughout the school year. Whenever we have events in which we invite the community in, Sgt. Carrick has provided law enforcement support both inside and outside of our building. This work and regular presence proved to be well worth the effort as he and his officers did respond to a potential danger this fall. The familiarity that they all had with the school can easily be credited to Sgt. Carrick's leadership.

As an educator for over 20 years, I feel passionate about who we bring into our schools and feel that it is our duty to seek partnership with leaders like Sgt. Carrick. He is a gifted law enforcement officer with an extensive knowledge base and a willingness to serve and protect. Chocoday Township would be incredibly fortunate to have Sgt. Carrick serve as Chief! His initiative and dedication is second to none. Please feel free to contact me with any questions you may have.

Sincerely,



*Principal*

*Cherry Creek Elementary School*



**GREGORY S. ZYBURT**

MARQUETTE COUNTY SHERIFF

**DANIEL T. WILLEY**

UNDERSHERIFF

• Marquette, MI 49855 • FAX: [REDACTED]

March 5, 2024

Chocolay Township Board  
5010 US 41 South  
Marquette, MI 49855

Chocolay Township Board Members,

I am writing to express my support of Anthony Carrick for the position of Chocolay Township Chief of Police. I have worked with Tony in numerous capacities through the years. I have seen a strong work ethic and dedication to his community with his work as a Tribal Police officer, part-time/full-time officer while under my command, and more recently in my role as Sheriff.

During this time, I have watched Tony grow as a police officer and later a Sergeant. Tony has consistently worked toward the goal of becoming Chief of Police. He has attended numerous trainings towards this goal and has completed his Master's Degree in Public Administration. I'm confident that this dedication and relevant work experience make him the best candidate.

Having held the Chocolay Township Chief of Police position many years and knowing Tony has strong leadership skills, a love for his community and the respect of his fellow officers, I am positive that Tony is the right person for this job.

Please feel free to contact me with any questions at [REDACTED]

Sincerely,

[REDACTED]

Sheriff Greg Zyburnt  
Marquette County Sheriff Office



**JENNA M. NELSON**  
MARQUETTE COUNTY PROSECUTING ATTORNEY

**TIMOTHY J. WRATHER**  
*Chief Assistant Prosecutor*

Courthouse Annex  
[REDACTED]  
Marquette, Michigan 49855

FAX: [REDACTED]

*Assistant Prosecuting Attorneys:*  
DIANNE M. HEITMAN  
JILL M. HOFFMAN  
HAILEY R. KIMBALL-DEXTER  
DAKOTA A. FOUNTAIN

March 11, 2024

Re: Recommendation Letter for Sgt. Anthony Carrick

Chocolay Township Board:

With the announcement that Chief of Police Scott Jennings will be retiring, I am recommending Sgt. Anthony Carrick to be promoted to this position.

I have been with the Marquette County Prosecutor's Office for over 7 years and have worked with Sgt. Carrick on many investigations in this span of time. Sgt. Carrick has always been professional, detail-oriented, prepared for court proceedings, and made himself available to assist if there was anything needed on a case that he was working on.

In his 16 years with the Chocolay Township Police Department, Sgt. Carrick has been extremely dedicated to his job and his community. Sgt. Carrick has established a relationship with those in the community by delivering meals to those in need, participating in internship programs for those interested in public service, and volunteering with the Salvation Army, to name just a few. By using his time to engage with the community, Sgt. Carrick has earned the respect of not only fellow law enforcement officers, but also members of the community that he serves.

I have no doubt that the skills and leadership that Sgt. Carrick has shown over the years will effortlessly transition into the position of Chief of Police and wholeheartedly endorse him for this promotion.

Sincerely,

[REDACTED]

Jenna M. Nelson  
Marquette County Prosecuting Attorney



March 4<sup>th</sup>, 2024

To Chocolay Board Members,

I am writing to recommend Anthony Carrick for the position of Chief of Police for the Chocolay Police Department. I have had the opportunity to work with Anthony for the past year and have been consistently impressed with his diligence, efficiency, and ability to get things done.

I believe that Anthony would be an excellent choice to lead the Chocolay Police Department. In all of my dealings with him, he has answered my questions or requests for information in a quick manner. In my industry, as you know, every position is a customer service position and his ability to represent our organization in the way he does is important to our success.

I strongly recommend Anthony for the position of Chief of Police. He has the relevant work experience needed to be successful in running the Chocolay Police Department. His experience has led him to respond quickly to issues and resolve them in a timely manner. He has a good rapport with our staff and communicates well with those he interacts with. I couldn't think of a better candidate for Chief of Police.

Please feel free to contact me at [REDACTED] ex. [REDACTED] if you have any questions.

Sincerely,

[REDACTED]

Todd Forslund  
Human Resources Director  
Ojibwa Casino Department

[REDACTED]



[REDACTED]  
Marquette, MI 49855  
[REDACTED]

March 27, 2024

Dear Chocolay Township Board Members,

It is my distinct honor to provide you with a character reference for Officer Tony Carrick. Over the years I have had the pleasure of many encounters, both personal and professional, with Officer Carrick. As a member of this community I have had the joy of serving as the Pastor at Silver Creek Church for over 20 years. This role has afforded me the opportunity to develop a unique perspective on Tony's role in our community.

Officer Carrick's record undoubtedly speaks for itself. In 2013 I was able to attend the meeting where he was awarded the Marquette County Officer of the Year award. Specifically mentioned during that ceremony was the number of arrests he made of those who were driving under the influence. Tony takes his job as a law enforcement officer very seriously!

On numerous occasions Tony, along with other officers, has provided assistance during our outreach events such as Feeding America. On a personal level, Officer Carrick has time and again demonstrated to me that he cares about those who are often the most vulnerable in our community. Over the course of time, we have developed a sense of trust with Officer Carrick which has led to a mutual respect between Tony and the church.

It is with full confidence that I would like to provide my recommendation to you, for the consideration of Officer Tony Carrick for Chocolay Township Chief of Police. If you have any questions, please feel free to reach out to me at any time. I would love to be of service. You can contact me at [REDACTED] or [REDACTED]

Warmest regards,

[REDACTED]

Kevin R. Taylor  
Silver Creek Church  
Lead Pastor

Questions for Interviews:

What skills and/or traits do you believe are most important to the role of Police Chief and Why?

1                    2                    3                    4                    5

Please tell us how your professional training has prepared you for this position?

1                    2                    3                    4                    5

If staff said they don't want to do something your way because "that's the way we have always done it", how would you respond?

1                    2                    3                    4                    5

What are your biggest work-related accomplishments? Why were you able to attain them?

1                    2                    3                    4                    5

In your previous work experience, please describe your experience in working with citizens with various cultural backgrounds. What approaches have you used to ensure equal attention is given to each group?

1                    2                    3                    4                    5

Please describe an ethical dilemma you faced in the workplace. How was it resolved? Did you play a role in the resolution? Would there be anything different you would do now upon reflection?

1                      2                      3                      4                      5

The Police Industry has changed over the past few years from work shortages to burnout. Please give an example of creative problem solving you used to solve an administrative or inter-departmental problem?

1                      2                      3                      4                      5

Have you familiarized yourself with the Chocolay Police Department? If so, what are the three main professional goals you would like to see over the next five years?

1                      2                      3                      4                      5

What attracted you to apply for this position?

1                      2                      3                      4                      5

What can Chocolay Township do for you to make you successful and reach your personal goals?

1                      2                      3                      4                      5