

CITY OF MACKINAC ISLAND

AGENDA

SPECIAL CITY COUNCIL MEETING - CHIEF OF POLICE INTERVIEWS

Wednesday, October 22, 2025 at 1:00 PM

City Hall – Council Chambers, 7358 Market St., Mackinac Island, Michigan

- I. Call to Order**
- II. Roll Call**
- III. Pledge of Allegiance**
- IV. Additions to / Adoption of Agenda**
- V. Correspondence**
- VI. New Business**
 - [a.](#) Dwayne Miedzianowski Reference Letters
 - [b.](#) Application Information
- VII. Miscellaneous / General Council Discussion / Additional Agenda Items**
- VIII. Adjournment**

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.

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,

1. Please describe your relationship to the candidate?

I have known Dwayne for approx. 25years. He has been a good friend, co-worker and administrator.

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

Dwayne has many strengths including his work ethic and accountability and kindness/empathy he brings to any situation. I would say his only work weakness is his incredible work ethic...he may need to be forced to take time off and go home.

3. Does the candidate work well with others?

Yes Dwayne works extremely well with others, he is a mentor and coworker to everyone regardless of his rank and position.

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

I can think of many stressful situations that Dwayne has been involved in directly and indirectly. He does the right thing always!

5. Would you describe the candidate as dependable?

Yes! Dwayne is one of the most dependable people I know or have met in my 23 year police career.

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

Dwayne has accomplished everything he has set out to do. He has risen in the ranks at every law enforcement agency he has worked at. Chief, Under Sheriff ect. Dwayne is a natural leader and very talented with HR/Administrative work.

7. Would you hire the candidate?

Yes absolutely.

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

Dwayne has a level of deduction and kindness that is unmatched by most law enforcement personnel. He truly cares about the job and the people he is assigned to work for and work with.

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

Dwayne is an excellent communicator and can multitask very well.

10. Would you ever work with the candidate?

Yes, anytime and anywhere.

11. Describe the candidate's work ethic?

All I can say is that you will be hard pressed to find someone with a better work ethic than Dwayne.

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

I would recommend Dwayne for any position you have available in your organization because he will strive to do the best job possible for the people he works with and works for. With no exceptions.

1. Please describe your relationship to the candidate?

I have known Dwayne since approximately 1992, when I first started at the Clare County Sheriff's Department. Our relationship has been a casual friendship over many years, touching base with each other as our lives have moved us in different directions. I've transferred to St. Ignace last November and have had many interactions with Dwayne, the recent majority are professional relations between mutual support with the Michigan State Police and Mackinaw Island Police.

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

Out of over 35 years in law enforcement and 29 years between active duty and National Guard, I've witnessed many personality traits of good and great leaders. Dwayne has always maintained his demeanor and always appears to be unbothered by trivial items. He to me, would be a person who you can trust for answers without getting upset and provide a well thought of resolution. Dwayne appears to be respected by his peers in the local law enforcement community as well as the previous agencies he has worked for. Dwayne exemplifies leadership in his daily deeds and would be a great leader.

I personally have not witnessed any weaknesses that would have ever been a concern, especially for officer safety.

3. Does the candidate work well with others?

Dwayne was always the man people wanted on their shift. His work ethic commands respect, his moral compass has not been compromised and he is very personable.

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

When I first started working in Clare County as a correction's officer, Dwayne was a mentor. Having several occasions while on shift, 3-4 person fights would arise in open bay cells. Dwayne stepped in, verbally commanding respect with little use for a physical intervention, but also not afraid of the situation if physical control was required. The inmates listened during the inquiry and Dwayne was a professional intermediary. The situations were resolved by peace with some resolved by moving subjects from one bay to another.

5. Would you describe the candidate as dependable?

I find Dwayne to have a history of dependability and have never expected less from him.

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

Dwayne excelled with the Saginaw Chippewa Tribal Police going from patrol officer to the second in command within a short time frame when in comparison to other officers. I was most impressed when I found that Dwayne was appointed the Chief in Clare for Clare Police Department. Having grown up in that community, it is very tight knit village. Dwayne excelled in that environment earning the respect of many community leaders.

7. Would you hire the candidate?

As a previous hiring manager on the promotional side of the National Guard, I would have loved for every candidate to be as impressive as Dwayne is. He shows mutual respect, knowledgeable in multiple areas of law enforcement and has had an extended period of community leadership as a police chief. If I presented a bad plan, I'd expect Dwayne to not withhold his feelings and be truthful with explanation. I also know that he would provide necessary feedback and willingness to readdress with positive resolutions tactfully.

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

Many are listed above as many positive qualities to be expected as a figured head for Michigan's main tourist area. I cannot speak well enough for the respect I have for Dwayne. He exemplifies morality, loyalty to his beliefs, respected by his peers and maintains a personality that is likeable by anyone meeting him for the first time. He spoke with me regarding this position and advised no matter the outcome, he will remain, "Doing my thing here" referring to his dedication the Mackinac Island Police. I believe that's a true sign of the loyalty and love for his work and department.

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

Dwayne has a natural understanding of the art of listening and responding. Dwayne genuinely cares for people and their concerns. He provides honest feedback also knowing the appropriateness of its delivery in public or private. Dwayne speaks clearly and maintains eye contact during conversations exhibiting unsaid respect and care as well. I have not known him to treat people where they felt as if they were being not taken seriously or just being blown off.

10. Would you ever work with the candidate?

I have previously worked with Dwayne at the Clare County. He was in my opinion the best person who I had the opportunity to spend my time there with amongst all the others. If we hadn't parted ways and traveled in different paths in law enforcement, I would work with him at any given moment in the police world.

11. Describe the candidate's work ethics?

Many quality ethics listed in previous questions. Dwayne is dedicated to his agency. He truly loves law enforcement and not displaying any signs of burn-out as you see with many officers with many years of experience. To reiterate, Dwayne treats everyone fairly and with respect, no matter their disposition. He maintains loyalty to his officer's and department. He has also reached out to me at the St. Ignace Post regarding trivial items, which does not occur often from many agencies in the areas I have worked in showing interagency problem solving abilities. Dwayne looks for positive results and has expectations of the members under his command. Officer safety is also a key basic element of Dwayne's concern.

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

I first spoke with Dwayne a brief time ago about the possibility of this position seeking potential candidates. My instant reaction was to ask him if he was going to apply in hopes he was to say yes. Dwayne possess' many of the fine qualities a Chief/Community Leader requires. He has the gifted ability to communicate with everyone. He understands that all problems have five solutions and chooses the

best option to achieve the most positive results. Dwayne has many years of experience with other agencies and work peers. Experience from positions, situations and areas can sometimes be overshadowed by things like "He was a chief once". That experience is something that cannot be learned in a classroom or purchased. Dwayne also brings respect by and to all around him. I believe for the position that he is applying, he is in my strong opinion, the best candidate.

Respectfully,

Jeff Jerome

1. Please describe your relationship to the candidate?

Dwayne Miedzianowski and I have known each other since May of 2024. Dwayne was one of the Mackinac Island Police Officers and I was the new State Trooper assigned to the Island. Since then, I consider Dwayne a very close friend of mine as well as a resource. Dwayne took me under his wing my first year on the island and showed me the proper way to complete procedures as well as introduce me to countless people while on the Island.

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

Dwayne is a hard worker. He is task driven and always completes his projects in a timely manner. One example of this is all the grant writing he completes for the Mackinac Island Police Department. Federal grants often have strict guidelines for when they need to be completed and submitted. Dwayne works very hard to make sure these grants are completed thoroughly.

I have not observed any major weaknesses from Dwayne. Dwayne is a solid leader within the police department. While he does take a lot of time out of his day to help other officers, potentially that time could be used to focus on what he would like to accomplish in the workday. I have never observed Dwayne submit or complete anything late. Dwayne enjoys coaching and being a mentor to fellow officers, but it does take time away from completing the things he would like to do.

3. Does the candidate work well with others?

Dwayne works great with others. Dwayne, in my opinion, is one of the backbones to the police department. Everyone is always asking him for advice, taking on extra tasks to make work easier for others, and teaching proper techniques for completing work. He is a mentor and a coach for everyone who works in the police department. He is never too busy to listen to your problems and always gives sound advice on how to move forward.

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

In the spring/summer of 2025, Dwayne was tasked with completing a grant for the police department. Due to the extensive amount of data needed to apply for the grant, Dwayne was put under immense pressure to gather data as well as complete this task on time. After gathering the necessary data, the website to complete this grant went down. Dwayne was notified that the website was back online while he was off island.

Dwayne came back to the island and completed the necessary paperwork to get the grant submitted, ensuring the funding would go through.

Dwayne was put in a stressful situation and did everything in his power to not let all the hurdles bring him down. He pursued through the issues and made sure there was a successful outcome, not just for himself, but for the betterment of the Mackinac Island Police Department.

5. Would you describe the candidate as dependable?

Dwayne is very dependable. I have observed Dwayne faced many difficult tasks, and every one of them he has met with dependability. He meets all his deadlines and follows through with his commitments. I have observed Dwayne be the guy many of the other officer's call when they need help on incidents, as well Dwayne offering to take some of the load off other officers to make sure a thorough investigation is completed.

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

One major accomplishment I have witnessed Dwayne reach is involving an investigation completed while working for the Mackinac Island Police Department. The midnight shift took a complex complaint. Due to the multiple interviews needed, the midnight shift could not complete this. Dwayne took it upon himself to reach out to witnesses, the victim, and suspect in this complaint and complete all the interviews that were needed. While interviewing these people, Dwayne was also teaching a junior officer how to complete interviews. Dwayne also assisted with search warrants, and undercover operations for this complaint. As a result of the hard work Dwayne did, a felony warrant was issued for the suspect. Dwayne was the one who also completed the arrest for this complaint. With the allegations made by the victim, this is a huge accomplishment to achieve a felony warrant for this complaint and showed Dwayne is willing to help everyone out in the department to achieve a common goal.

7. Would you hire the candidate?

I would hire Dwayne for the role of Chief of Police.

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

Dwayne is a problem solver and very professional. Dwayne often provides guidance to other officers at the department to ensure problems are solved and everyone is happy. While doing this, Dwayne does not overstep his current role and makes sure the appropriate people are notified if the problem is beyond what he can help with. Dwayne's professionalism makes him stand out as a quality candidate. Dwayne tackles every task with focus, treats co-workers respectfully, and always maintains a positive attitude at the police department.

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

Dwayne has exceptional communication and listening skills. He takes the time to talk with everyone and learns something about them. The first time I met Dwayne, he asked about my wife and my family life. It is not uncommon for Dwayne to ask about my wife, see how work is going, or just see how I am doing in general. If you have a problem, Dwayne is the guy to talk to. He will listen to your problems and follows up with you later to make sure everything is still going well. Dwayne likes talking to everyone and loves meeting new people. Dwayne is a genuine person and has great communication and listening skills.

10. Would you ever work with the candidate?

I would like to work with Dwayne again. Dwayne makes work a fun time while making sure everything is completed in a timely manner. Dwayne knows the balance of making work enjoyable and productive.

11. Describe the candidate's work ethic?

In the two years I have worked with Dwayne, I have never seen him take time off. Dwayne is always at work when he is expected to be there and stays for the entirety of his shift, and even some. Countless times have I seen Dwayne at the police department, on his own time, coaching and mentoring the newer midnight staff to make sure their questions were answered. Dwayne loves his job and leads by example with his work ethic.

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

Dwayne has leadership experience while employed at the Clare County Sheriff's Department. Dwayne has great ideas to improve the Mackinac Island Police Department as well as improving officer morale. Dwayne is a leader within the police department in an informal capacity. Dwayne has all the characteristics and attributes you would like to

see from a police chief. Dwayne is professional, sincere, and task oriented. If I was in charge of hiring a Chief of Police for Mackinac Island, Dwayne would be my number one choice.

Electronically signed:

Tpr. Gary Fleming
Michigan State Police
Niles Post #53
1600 Silverbrook Ave.
Niles, MI 49120
TX: 989-709-8455
Email: flemingg@michigan.gov

1. Please describe your relationship to the candidate?

I have known Dwayne since 2011, when he recruited me to join the Clare City Police Department. During that time, Dwayne was not only my supervisor but also a mentor who had a lasting impact on my professional development. Over the years, we have remained close, and I continue to look up to him as a role model for my own career.

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

Dwayne's major strengths extend beyond being an exceptional law enforcement officer—he possesses the knowledge and leadership skills necessary to guide and inspire others effectively. This strong understanding of both criminal and employment law makes him a confident and capable leader. Additionally, Dwayne is one of the most financially sound individuals I know; his ability to secure grants and strategically utilize available funds to achieve department goals is impressive. A weakness is that he at times will put his work duties ahead of his personal life, but I feel that he has been getting better over the years. This also makes him a high performer at his career though, that brings great things towards the organization.

3. Does the candidate work well with others?

Dwayne's human resource skills are amazing. I have watched him work with people who have a distaste for law enforcement and even other government officials. Dwayne has the ability to push past those barriers that they have and form a working/professional relationship for the best of the organization. Most people I know would state that he is easy to work with as he puts the issue on the table without a personal attachment to it. He can see both sides and is great at conflict resolution.

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

When I was involved in a critical incident, being involved in an officer shooting, Dwayne arrived at the scene and took charge. It was a complicated situation with having to coordinate between our agency, the Michigan State Police, who would be running the investigation and the Prosecutor's Office. With it being the night before a holiday it was definitely a task to get a hold of people. Not only was he coordinating some of the investigation, he was also contacting spouses, Union Officials, and other services that we needed.

When there is a stressful event, Dwayne is the one you want to be at the scene. He will bring calmness to the scene. Dwayne knows exactly what needs to happen and when it needs to be implemented. I know that when I was involved, just hearing his voice on the radio brought a sense of calmness to me, because I knew he would take care of everything. It would be done the right way.

5. Would you describe the candidate as dependable?

Dwayne is one of the most dependable people that I know. I know from the above situation that Dwayne was loading his car to go on vacation at the time of the incident. He decided to postpone those plans to come in and assist with the incident. Dwayne also has always gotten budgets and grants in early before the due dates, because he is prepared for them and does not rush them.

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

I have watched Dwayne accomplish so many things over the years. I have watched as he was the longest-serving Undersheriff in Clare County's history. I have watched him teach newly hired sheriffs, undersheriffs, and jail administrators on behalf of the Michigan Sheriffs Association. They recognize the value that he brought to the organization with his skill level.

I have observed him build relationships with board members who would have never helped the sheriff's office without the intervention of Dwayne. He has worked with Federal agencies to secure contracts, be awarded Grants, and balance a budget. There is a strong reason that Dwayne was presented with the Police Officers Associations of Michigan's Administrator of the Year Award.

7. Would you hire the candidate?

I would hire Dwayne in a heartbeat. I know that he would be the first one that I would call. With Dwayne's work ethic, human resource skills, financial skills, and law enforcement ability, he will always be someone that I would want on my team. He is everything that an employer would ever want in an employee.

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

Dwayne has more knowledge and skill than anyone with a doctorate's degree. Dwayne has the ability to lead in all capacities. He has the passion to be a leader that you can go to with personal problems and the ability to take charge of a scene to a positive outcome. As previously stated, his human resources skills, law enforcement skills, and leadership style is the greatest I have ever had the privilege of working for. He can see the best of his employees and use their skills to work best with the agency/community. People want to work for him, and the leadership that is in charge of the agency wants to work with him.

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

You are never uninformed when it comes to Dwayne. He is a great communicator and will keep everyone informed about the latest developments. I know from past experiences that because he keeps people informed, it lessens the rumor mill and false information. Dwayne is quick to respond to requests. Dwayne is a great listener and will allow everyone to speak what is on their mind and then respond. I know that he knows it is important for someone to get ideas and things off their chest to make an informed decision.

10. Would you ever work with the candidate?

Working with and for Dwayne has been one of the best privileges that I have ever had in my professional career. He motivates you to be better and will use your skills to make the agency a better place to work. I miss his personal and professional skills daily; he is someone that I would be proud to work with for the rest of my career.

11. Describe the candidate's work ethic?

Dwayne is a workaholic and he knows it. Because of his work ethic, I have watched the organizations that he is in charge of grow and become a great place to work. Dwayne puts his heart and soul into whatever position he has, and takes on the role that it needs to be. He is always available 24/7 to get the job done. He will meet at all hours, respond whenever he needs to, and trust the people that he works with. Barriers are not something in his vocabulary; there is a solution to everything if he puts his mind to it.

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

For the past 15 years, I have known Dwayne as a supervisor and a friend. I have worked for him when he was the chief of police, as well as an undersheriff. I can say without a doubt that Dwayne is the most qualified person for this position. His personality makes him a great leader as well as a law enforcement officer. Dwayne has served in many different roles in law enforcement. From a corrections officer, dispatcher, patrol officer, and an administrator. He has taken on those roles and has earned the respect of the people who have served under his leadership. I have no doubt that under his leadership, he will make the Mackinaw Island Police Department an even better organization. With his knowledge, he will push officers to be better, and will teach them to achieve a higher standard. He will also train them to someday take his spot. Watch and you will see that under "Midge" subordinates will see him as a role model for who they want to be as a law enforcement officer.

If you need any more information, please do not hesitate to contact me. I am excited for both Mackinaw Island and Dwayne for the opportunity for him to lead your police department.

-Steven Sentz

7304 Market Street
Mackinac Island, MI. 49757

SEPTEMBER 27, 2025

Mackinac Island City Hall
Attention: Trista France, City of Mackinac Island Mayor's Assistant
7358 Market Street
Mackinac Island, MI 49757

Dear Mrs. France,

Please consider this letter and the attachments as a sincere expression of my interest in the position of Chief of Police for the City of Mackinac Island.

As a community member and already serving team member of the Mackinac Island Police Department I have a vested interest in the outcome of the selection of the next Police Chief as a community leader. I bring already established relationships with community members, community leaders, school students, business owners, police department staff, contractors, and visitors to the table. Since my time on the police department, I have had the pleasure of getting to know many residents and build the trust that they now have in me to be confident in calling on me and the department if they ever needed us. This does not come easy in a community and it takes a lot of time for this to happen. That trust is what is needed for a police leader to get right to work in tackling the community issues and needs already known to me.

I've been in law enforcement field a total of 35 years with almost 29 years of that as a police officer and 25 years as a command officer. I began my career in 1990 as a part time corrections officer, bailiff, process server, and 911 Telecommunicator. Later I became a Reserve / Auxiliary Officer and a full time Probation Officer. In 1996 I became a full-time police officer. Throughout the years I went on to become a Sergeant, a Lieutenant, a Police Chief, and an Undersheriff. I have taught many new Undersheriffs and now Police Chiefs and am proud to have been a contributing member to their great success. I am a humble leader that knows how to run a law enforcement agency, treat others with respect and compassion, motivate, and how to be an effective leader daily and during emergency situations.

Since my time on our police department, I have been honored to write grants for bulletproof vests, complete the body worn camera grant, write the grant for the Island Therapist program, help with administrative functions, build budget programs, conduct in-depth investigations and help many of our residents when needed. The police department consists of a dedicated team of men and women. Together I know we can accomplish the goals and objectives needed to not only support, but enhance our community.

In closing, I believe my experience and relationships with the police department, fire department, EMS, Marine Rescue, State Park, other local emergency responders and our community will make for the smoothest transition and best outcome for long term stability at our department and proven results sooner for our community. I have ideas and solutions to issues facing our community and look forward to discussing them in an interview. Thank you.

Warm regards,

Dwayne Miedzianowski

DWAYNE MIEDZIANOWSKI

7304 Market Street
Mackinac Island, MI. 49757

DWAYNE MIEDZIANOWSKI

OBJECTIVE Top-performing law enforcement leader with almost 29 years of experience seeks Police Chief position to develop strategies for improved performance and resolutions to Mackinac Island community-based needs. Skilled in fostering community relationships and updating officer training, technology, grant writing, and budgets.

- SKILLS & ABILITIES**
- Excellent Communicator / Community Relations / Public Relations / Media Relations / Labor Relations / Budgets / Emergency Management
 - Experienced – Result Proven Leadership / Management / Intergovernmental Cooperation / Grant Writing / Technology / Incident Command Operations

EXPERIENCE POLICE OFFICER, MACKINAC ISLAND POLICE DEPARTMENT

07/2023 - Present

Police Officer, Public Safety Attendant, Clerical Functions, Grant Writing, Community Relations / Involvement, patrol functions, and investigations. Received Vest, Body Worn Camera, and Island Therapist Grants

UNDERSHERIFF, CLARE COUNTY SHERIFF’S OFFICE

01/2013 – 06/2023

Planning, Organizing, Staffing, Directing, Coordinating, Reporting, Budgets, Grant Writing, Labor Relations, Public Information Officer, Assist with Emergency Management / Incident Commander, Neighborhood Watch, Youth Programs, School Safety, Church Security, Investigations and Patrol, Managed 5 Divisions and over 70 team members with over \$3,000,000 budget.

POLICE CHIEF, CLARE CITY POLICE DEPARTMENT

11/2005 – 12/2012

Training, Budgeting, Labor Relations, Grant Writing, Patrol, Investigations, Media Relations, Incident Command, Community Programs, performance appraisals, and worked with a team of 20 staff and approximately a \$1,000,000 budget.

LIEUTENANT, SAGINAW CHIPPEWA TRIBAL POLICE

04/1996 – 11/2005

Worked as patrol officer, Sergeant, and then promoted to Lieutenant. Coordinated Training, Budgeting, Labor Relations, Grant Writing, Patrol, Investigations, Media Relations, Incident Command, Neighborhood Watch, Community Programs, performance appraisals, and worked with a team of 20 staff and approximately a \$1,000,000 budget.

EDUCATION	Michigan Sheriffs Association (MSA) Undersheriff School	2014
	Michigan Association of Chiefs of Police Chiefs School	2006
	Federal Law Enforcement Training Center Supervisor Training Glynco, Georgia / FLETC/BSSTP-005B	2000
	Saginaw Valley State University – Public Administration Class	1998
	Kirtland Regional Police Academy – Law Enforcement Certification	1996
CERTIFICATIONS	Michigan Commission on Law Enforcement Standards	
HONORS & AWARDS	▪ Former M.S.A. Instructor for New Undersheriffs School ▪ Police Officers Association of Michigan – Administrator of the Year ▪ Former Member of NAFTO Police Field Training Officers Advisory Council ▪ MCOLES Outstanding Performance Award – Police Academy ▪ Previous Board Member of Multiple Community Organizations	
REFERENCES	SEE ATTACHED REFERENCES & RECOMMENDATION LETTERS	

CITY OF MACKINAC ISLAND

MACKINAC ISLAND, MI 49757

APPLICATION FOR EMPLOYMENT

Instructions - Please Read Carefully

1. Please type or legibly print all information as requested on this application. If certain information does not apply to you, please enter N/A.
2. Applications not signed will not be considered.
3. All statements made by applicants for employment on this application will be checked for accuracy.
4. The City of Mackinac Island offers equal employment opportunities to all qualified persons without regard to race, color, religion, age, marital or veteran's status, sex, national origin, disability or any other protected status.

Position(s) you are applying for: POLICE CHIEFType of Employment: ☒ Full Time ☐ Part Time ☐ SeasonalHow soon could you report for work? 11/25/25Name: MIEDZIANOWSKI, DWAYNE MATTHEW
(Last Name) (First Name) (Middle Name)Present Address: 7304 Market Box 303 Mackinac Island, MI 49757
(Street or PO Box Number) (City) (State) (Zip Code)

Home Telephone Number:

Other Contact Number: () NAWhen is the best time to call you? anytime Date of Birth 01-15-72Are you legally eligible for employment in the United States? yesAre you willing to work shift hours, overtime hours, weekends and holidays? yesHave you ever been employed by the City of Mackinac Island? ☒ Yes ☐ No If so, when and in what position? Since 07/2023 / presently a police officerHave you ever been bonded? ☐ Yes ☒ NoHave you ever been refused a bond? ☐ Yes ☒ NoHave you been arrested and convicted of a felony crime within the past eight (8) years? ☐ Yes ☒ No
If yes, please describe below: date, place and type of offense and court sentence.NAHave you ever held a position of trust (handling money or confidential material)? ☒ Yes ☐ No

(Please continue to the next page)

Education Level	School Name School Address	Circle Grade Year Comp.	Date Graduated	Course of Study Degree
Elementary School	Hillside/Harrison 710 S. 5th St Harrison, MI 48625	5 6 7 8	06/1986	Basics
High School	Harrison High 700 S. 5th St. Harrison, MI 48625	9 10 11 12	05/1990	Basics College Prep.
College Studies	M.M.C.C. - Harrison 1375 S. Clare Harrison, MI 48625 KLOC Public Admin Class	13 14 15 16	NONE	Basics Criminal Justice Public Admin
Graduate School	KLOC Police Academy 4800 W. 4 mile Grayling, MI 49738 NA	17 18 19 20	04/1996 NA	NA

Start with your most recent or present employer and complete in full.

1. Name and Address of Employer Mackinac Island Police 7974 Market Mackinac Island, MI 49757		Telephone Number
Supervisor's Name Chief Mike Gruit	Position Title Police Officer	Date Hired 07/2023 Pay Rate 31.60 H/L
Reason for Leaving Presently employed	Date Left NA	
2. Name and Address of Employer Clare CO Sheriff's Ofc 255 W. main St Harrison, MI 48625		Telephone Number
Supervisor's Name Sheriff John Wilson	Position Title Undersheriff	Date Hired 01/2013 Pay Rate 30.28 H/L
Reason for Leaving Better Work life balance	Date Left 06/2023	
3. Name and Address of Employer Clare City Police 206 W. 5th St Clare, MI 48617		Telephone Number 989-386-7541
Supervisor's Name City manager Ken Hibol	Position Title Police Chief	Date Hired 11/2005 Pay Rate 23.07 H/L
Reason for Leaving Took Undersheriff position-Clare CO	Date Left 12/2012	

Please provide any additional information such as special skills, prior job-related experience, equipment operation or qualifications you feel will be helpful to us in considering your application:

Excellent Communicator, Experienced in Leadership, Grant Writing, Budgets, Incident Command, Labor relations, and emergency management - NIMS/ICS, Community relations and others.

PLEASE SEE ATTACHED FOR ADDITIONAL

PART - REFERENCES

(DO NOT LIST RELATIVES OR PRESENT/FORMER EMPLOYERS OR SUPERVISORS)

NAME	ADDRESS	TELEPHONE
Bryce Tracy Kelly	Mackinac CO 911/EMD 100 S. Marley St. St. Ignace, MT 49781	
Lipovsky	Mackinac Island Public Schools - 7846	
Hon. Michelle Ambrozaitis	55th Circuit Court 225 W. Main St Harrison, MT 48625	

PART - JOB APPLICANT AGREEMENT AND CERTIFICATION

"I certify that the information given by me in this application is true in all respects, and I agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge from employment. I authorize the use of any information in this application to verify my statements, and I authorize the past employers, all references and any other person to answer all questions asked concerning my ability, character, reputation and previous employment record. I release all such persons from any liability or damages on account of having furnished such information."

"I understand that nothing contained in this employment application or in the granting of an interview is intended to create an employment contract between the City of Mackinac Island and myself for either employment or for the providing of any benefit. No promises regarding employment have been made to me, and I understand that no such promise or guarantee is binding upon the City of Mackinac Island unless made in writing. If an employment relationship is established, I understand that I have the right to terminate my employment at any time and that the City of Mackinac Island retains the same right."

"I understand that prior to being offered employment with the City of Mackinac Island, I may be requested to take an employment examination. In the event I have a disability which will affect my ability to take the test, I will so inform the City of Mackinac Island prior to the administration of the test so that a reasonable accommodation can be made. Requested accommodations may include accessible testing sites, modified testing conditions and accessible testing formats. The City of Mackinac Island reserves the right to require medical documentation concerning the need for the accommodation."

"I understand that if employed, policies and rules which are issued are not conditions of employment and that the employer may revise policies or procedures, in whole or in part, at any time."

"I understand that this application will be kept on active file for 180 (one hundred eighty) days from the date received, after which time I would have to reapply with established employer procedures."

Signature of Applicant

Date

Rev. 3/2019

04/2018

Michigan Commission on Law Enforcement Standards
927 Centennial Way, PO Box 30633, Lansing, MI 48909
517-636-7864

WAIVER & AUTHORIZATION FOR RELEASE OF INFORMATION

Sections A & B to be completed by all applicants (non-licensed, currently licensed, or previously licensed law enforcement officers)

Section A - Type or print only:

Last Name: MIEDZIANOWSKI	First Name: DWAYNE	Middle Name: MATTHEW	Suffix (Jr, Sr, III): —
Special Circumstances: —	Date of Birth: 01-15-72	Phone No.: —	Gender: M Race: W
Residence Address (Street, City, State, Zip): 7304 Market Lo Box	Highest Degree: MI		
Mailing State: MI E-Mail: Malcolm.Medzianowski@mta.com			

Section B - Authorization for release of information:

I hereby authorize any individual, agency or organization to furnish to the Michigan Commission on Law Enforcement Standards, the _____, their representatives and/or agents (including, but not limited to, academies or contractors) any and all information pertaining to my background and ability to comply with the standards for selection, employment, training and licensing as a law enforcement officer. Such information includes, but is not necessarily limited to: employment, criminal, academic, military, and personal histories; academic, attendance, and driving records; and medical records (includes medical/psychological, including diagnosis and prognosis, if any).

I hereby authorize any individual, agency or organization to release such information upon request. This authorization is executed with the full knowledge and understanding that the information is for official use by the Michigan Commission on Law Enforcement Standards and the _____.

Further, I hereby authorize the Michigan Commission on Law Enforcement Standards to release any and all records collected pursuant to this authorization to any individual, agency or organization for the legitimate purposes of fulfilling the Commission's statutory and administrative objectives.

I hereby release any individual, agency or organization, including its officers, employees and related personnel, both individually and collectively, from any and all damages of whatever kind, which may at any time result to me, my heirs, family or associates because of compliance with this Authorization for Release of Information, or any attempt to comply with it.

This Authorization shall continue in effect until revoked by me in writing. A photostatic copy of this Authorization shall have the same force as the original.

Applicant Signature: *Dwayne Medzianowski* Today's Date: 9/27/25

Section C to be completed by current or previously licensed law enforcement officers only

Section C - Former Michigan employing law enforcement agency authorization.

I hereby authorize any and all of my former employing Michigan law enforcement agencies to provide the _____, with a copy of the record regarding the reason or reasons for, and circumstances surrounding, my separation of service created by any former employing law enforcement agency or agencies. (Under 2017 PA 128, MCL §28.561, et seq. a hiring law enforcement agency shall not hire a law enforcement officer unless the hiring law enforcement agency receives the record regarding the reason or reasons for, and circumstances surrounding, a separation of service from each prior employing law enforcement agency.)

Applicant signature: *Dwayne Medzianowski* Today's Date: 9/27/25

AUTHORITY: 1985 P.A. 203; 2017 PA 128	* This information is confidential; Confidential information is protected by the Federal Privacy Act.	* This information is for the purposes of EEO reporting only.
COMPLIANCE: Voluntary		
PENALTY: No License Activation/ Employment/ Academy Enrollment		

Type or print the name of the hiring law enforcement agency or the enrolling academy



MACKINAC ISLAND PUBLIC SCHOOL

P.O. BOX 340 • 7846 MAIN STREET • MACKINAC ISLAND, MI 49757 - 0340
PHONE (906)847-3376 • FAX (906)847-3773 • MACKINAC.EUPSCHOOLS.ORG

September 23, 2025

Dear Members of the Mackinac Island City Council,

I am writing to offer my full support for Officer Dwayne "Midge" Miedzianowski as a candidate for Chief of Police. Having worked with Officer Miedzianowski both during my tenure as a school administrator in Clare County and now as Superintendent of Mackinac Island Public Schools, I have consistently witnessed his professionalism, reliability, and dedication to the communities he serves.

On two occasions, when our schools required assistance, Officer Miedzianowski was quick to respond. He demonstrated a strong attention to detail, provided clear communication, and—most importantly—followed through with effective solutions. His commitment to ensuring the safety and well-being of students, staff, and families has left a lasting impression.

Looking ahead, I welcome the opportunity for even greater collaboration with the Mackinac Island Police Department under his leadership. His visible presence and support during our emergency preparedness efforts, particularly lockdown drills, will help reinforce a strong sense of security and readiness for our school community.

Without hesitation, I recommend Officer Miedzianowski for the role of Police Chief. His leadership, responsiveness, and dedication make him an outstanding candidate who will serve Mackinac Island with integrity and excellence.

Thank you for considering my recommendation

Sincerely,

Kelly M. Lipovsky

Superintendent/Principal
Mackinac Island Public Schools

Michelle J. Ambrozaitis
225 W. Main Street
Harrison, Michigan 48625

September 23, 2025

RE: Letter of Recommendation for Dwayne Miedzianowski

To Whom It May Concern:

It is without reservation that I write this letter in support of Dwayne Miedzianowski for the position of Chief of Police.

I came to Clare County in 2003 as an assistant prosecutor and then I became the elected prosecutor in 2009, and have since been elected to Circuit Court Judge. During my professional career, I had the pleasure of working with Dwayne when he was a police officer, then chief of police, and finally undersheriff. I've known him to be honorable, trustworthy, and of strong moral character.

He has always excelled in all of the positions that he has held and was an exceptional leader. If I needed anything, Dwayne was ready to assist in any way possible. He is knowledgeable about preparing budgets, managing staff, and he expects those who serve under him to serve with excellence.

Over the years we also built a strong friendship. We have kept in touch after his departure from Clare County and I look forward to visiting with him when I find myself on the Island. And, it is a testament to how well liked he is in our community, as I often hear people say they were able to meet up with him while they were on the Island.

He would be a benefit to your organization as Chief of Police. I couldn't think of anyone more qualified for the position.

I'd be happy to discuss with you more in depth my support for Dwayne for this position if you'd like. I can be contacted via email: ambrozaitis@clarecount.net or by personal cell phone: 989-424-1166.

Thank you.

Sincerely,

Hon. Michelle J. Ambrozaitis
55th Circuit Court Clare/Gladwin Counties

STATE OF MICHIGAN
SOUTH LANSING
PO BOX 10000
SOUTH LANSING MI 48180

OFFICIAL LETTER REFERENCE

TOM KUNSE
STATE REPRESENTATIVE

PHONE (517) 371-1607
FAX (517) 371-1408
WWW.TOMKUNSE.COM

September 22, 2025

To Whom it May Concern,

It is with great confidence that I recommend Dwayne Miedzianowski as he seeks the role of Chief of Police with the Mackinac Island Police Department.

I have had the privilege of working with Dwayne and witnessing firsthand his professionalism, integrity, and dedication to both his colleagues and the community. He is respected by his peers, trusted by city leadership, and valued by residents and visitors alike. These qualities, along with his proven law enforcement experience, make him exceptionally well-suited to leading the department.

Dwayne has consistently demonstrated the ability to balance firmness with fairness, ensuring public safety while also treating people with respect and dignity. He has earned the trust of those around him, his fellow officers, city officials, and members of the community.

As the department prepares for this important transition, Dwayne has already shown he has the vision and steady hand required to guide the team forward. He understands the unique needs of Mackinac Island, from its year-round residents to the thousands of seasonal visitors, and he has the skills and leadership to serve them well.

I believe Dwayne Miedzianowski is the right choice to be the next Chief of Police for the Mackinac Island Police Department. He has my full confidence and highest recommendation.

Respectfully,

Tom Kunse
State Representative - MI 100th District

Dear Hiring Committee,

I am honored to write this letter of recommendation for Dwayne Miedzianowski as he seeks the position of Chief of Police. I have had the privilege of working with Dwayne for over fourteen years, and I can say without hesitation that he possesses the qualities and expertise necessary to lead any police department with distinction. I will always consider him a role model and a friend.

As a leader, Dwayne consistently demonstrates exceptional skills in fostering an environment of collaboration, trust and mutual respect. His leadership is not defined by authority alone but by his ability to inspire and motivate those around him. He can see the bigger picture while ensuring that each officer understands their individual importance in achieving the department goals. His blending of visionary thinking and attention to detail makes him an exceptional leader in law enforcement.

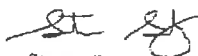
One of the most remarkable aspects of Dwayne's leadership is his unwavering commitment to public safety and community well-being. He has consistently gone above and beyond to ensure that the department's initiatives align with the values and needs of the community. Whether it's thought proactive community policing strategies or implementing reforms that enhances transparency and accountability, Dwayne has shown a clear dedication to serving and protecting all members of the community equality.

Moreover, Dwayne has repeatedly demonstrated an admirable level of adaptability in constantly evolving law enforcement landscape. From the challenges posed by rapid advancement in technology to increased complexity of modern policing, he has led his team through transitions with resilience and foresight. His ability to remain calm and effective during periods of change has been invaluable in ensuring a department's continued success.

It is rare to find an individual who possesses the perfect blend of leadership, commitment, and adaptability that Dwayne brings to a community. I am confident that he will bring these same qualities to the position of Chief of Police, where he will undoubtedly continue to lead with integrity and vision.

I highly recommend Dwayne Miedzianowski for the position of Chief of Police of Mackinaw Island, and I am certain that he will serve with distinction and dedication. Please feel free to contact me should you require any additional information.

Sincerely,



Steven Sentz
Police Officer

Clare City Police Department

COLEMAN POLICE DEPARTMENT

"To Protect and Serve"

Richard L. Ward, Chief of Police

September 9th, 2025

To: Whom it may Concern
Fm: Chief Richard L. Ward
Re: Dwayne Miedzianowski

To whom it may concern,

It is with great respect and without hesitation I write this letter in regards to Dwayne Miedzianowski. I have known Dwayne for twenty-five years in a law enforcement setting.

During that span of time I have worked under Dwayne as a patrol officer as well as Sergeant. Dwayne has always been the type of person to go the extra mile and do whats best for the agency and community he serves. Dwayne has demonstrated excellent leadership skills, an unrivaled work ethic and has always distinguished himself with the utmost respect and integrity.

Dwayne has always lead by example and set the bar high in regards to the professional standards he expects from his officers. As a former subordinate I can say firsthand that Dwayne makes you want to be a better officer and as a current Chief of Police I have always been able to rely on Dwayne for professional advise as well as mutual aid support in any way needed to ensure the safety of my officers and the community I serve.

I would highly recommend Dwayne Miedzianowski for the position of Chief of Police for the Mackinaw Island Police Department.

Respectfully,

Chief Richard L. Ward

201 E. Railway • P.O. Box 504 • Coleman, MI 48618 • (989) 465-1711 • Fax: (989) 465-0905 • E-mail: police@cityofcoleman.org

Dwayne Miedzianowski <dmidge90@gmail.com>

Reference letter to City of Mackinac Island

1 message

Jeff Morse <jmorse@cloverland.com>
To: "dmidge90@gmail.com" <dmidge90@gmail.com>

Mon, Sep 22, 2025 at 12:36 PM

City of Mackinac Island

I am writing to offer my strongest recommendation for Police Officer Dwayne Miedzianowski, affectionately known to most of us as Midge, as he applies for the position of Chief of Police on Mackinac Island.

I've had the pleasure of knowing Midge for almost three years now, and in that time, he has become a truly irreplaceable part of this community. Midge is not just a dedicated police officer—he's a familiar, friendly face who genuinely cares about the people he serves. Whether he's popping into the school to catch a basketball game, checking in with students, or stopping you on the street just to ask how your day is going, his presence is always felt in the best possible way.

The kids on the island absolutely look up to him. He's approachable, kind, and a positive role model—something that's more valuable than ever in a small, close-knit community like ours. The trust and respect he's built with both residents and visitors alike speaks volumes about his character and commitment.

Midge is exactly the kind of leader we need as our next Police Chief. He understands the unique rhythms and relationships that make Mackinac Island so special. He leads with integrity, humility, and heart—and he never loses sight of the human side of policing.

In short, Midge is a great officer, a great neighbor, and a great asset to Mackinac Island. I can't think of anyone more deserving or more ready to take on the role of Chief.

Please feel free to reach out to me if you'd like any further insight. I'm proud to support Midge and look forward to seeing the positive impact he'll continue to make in this new role.

Sincerely,
Jeffrey F Morse

Sent from my iPad

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September 22, 2025

To Whom It May Concern,

It is my honor to write this letter of recommendation for Dwayne (Midge) Miedzianowski. Over the past three years, I have come to know Midge through his work as an officer with the Mackinac Island Police Department. He has consistently impressed me with his professionalism, kindness, and dedication to both his job and the community.

As a teacher for fifty-two years, I have observed and evaluated countless individuals. From my interactions with Midge, I can confidently say he stands out as one of the most responsible, considerate, and compassionate officers I have known. He carries out his duties without complaint and with a cheerful, respectful attitude that is noticed by everyone he serves. Any senior resident who relies on the police transport service can attest to his courtesy, politeness, and positive demeanor. Midge is truly a man of character and integrity.

While patrolling the streets of Mackinac Island, I have observed Midge handling even the most challenging situations with professionalism and respect, no matter how others may behave toward him. It is clear that he takes pride in his role as a police officer and genuinely enjoys serving the community.

In conclusion, I wholeheartedly recommend Midge Miedzianowski for any opportunity he may pursue. If you have any questions or need additional information, please feel free to contact me at _____ or by phone at _____.

Sincerely,

Daniel C. Duncan

Science Instructor

Mackinac Island Public Schools

Tracy L. Byard
3027 W. Baseline Rd,
Shelby, MI 49455

October 1, 2025

Dear Ms. France:

I am humbled to present this letter of recommendation for Mr. Dwayne Miedzanowski, who is applying for the position of Chief of Police. I have had the privilege of working with Dwayne for over 20 years in county government/law enforcement as the County Administrator for Clare County, and I can confidently attest to his leadership, integrity, and commitment to public service.

During the course of his career, Dwayne has always displayed the characteristics of a good and effective leader. He has a natural ability to maintain good judgment and compassion, ensuring that every decision prioritizes both public safety and the community's trust. Dwayne has strong written and verbal abilities whether working with officers, community members, or partner agencies, he fosters cooperation, respect, and transparency.

One of Dwayne's greatest strengths is his ability to lead by example. He sets high standards for himself and expects the same from others. His dedication to professional development, community policing, and innovative ways of preventing crime reflects a forward-thinking mindset that is crucial for the role of Chief of Police.

Aside from his professional qualifications, Dwayne is a person of character and integrity. He has been widely respected by colleagues and members of the community alike, not only for his law enforcement skills but also for his fairness, compassion, and commitment to justice.

I have every confidence that Dwayne will excel as Chief of Police and will serve your department with honor, professionalism, and leadership to your department. I wholeheartedly recommend him for the position and have no doubt that he will serve with distinction.

Please contact me at () if you would like to discuss Dwayne's qualifications further.

Sincerely,



Tracy L. Byard

Trista France

From: Sue S <sue.stejskal@gmail.com>
Sent: Wednesday, October 1, 2025 2:37 PM
To: Mayor's Assistant
Subject: Support for the hiring of Dwayne Miedzianowski for Chief of Police

Dear Trista,

I am sending this note to support the possible hiring of Officer Dwayne Miedzianowski for the Chief of Police for the Mackinac Island Police Department. As a resident of Mackinac Island, I first met "Midge" when he was hired as a seasonal officer. Through the years, I have come to respect him for his commitment to the safety and welfare of the island residents, guests, and visitors. He is outgoing, approachable, caring, and fair in everything I have seen him do. I think the City would be remiss if the opportunity to hire Midge did not happen. He has past experience with the role and responsibilities of command positions and most importantly, understands and is still committed to the unique place that we share.

Please let me know if you have any questions or need additional information, please let me know.

Warm regards,
Sue

Susan M. Stejskal, LVT, PhD