

SCOTT J. HILDEN

CHIEF OF POLICE AND DIRECTOR OF PUBLIC SAFETY



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PROFESSIONAL SUMMARY

I am a highly credentialed police expert witness and consultant with over 32 years of active law enforcement experience, currently serving as the Director of Public Safety and Chief of Police for a community of 33,000 residents. I provide objective, evidence-based opinions and analyses on complex police operations, focusing on practices, supervision and management, use of force, policy development, training standards, and risk management for both plaintiff and defense counsel. My expertise is founded on practical leadership, over three decades of experience, strict adherence to national best practices (CALEA/MLEAC accreditation), and an extensive instructional background, enabling me to clarify complex police procedures and standards for legal proceedings and fact-finders. In the past two years, I have been retained as an expert witness and consultant in nearly 20 civil and criminal cases, consistently receiving high praise from attorneys. As an active law enforcement executive, I ensure my assessments are current and informed by the latest changes in law, culture, and training, making me uniquely qualified to offer timely and relevant expert opinions. I am committed to accountability, integrity, and professionalism within law enforcement, and my assessments remain fact-based and impartial.

WORK EXPERIENCE

CRIMINAL JUSTICE CONSULTANT

S J Hilden Consulting LLC, South Lyon, MI

The Police Chief Risk Management Group, LLC, Ann Arbor, MI

2022-CURRENT

- Offers expert witness services and litigation consulting for both plaintiff and defense attorneys in cases involving police conduct, supervision/management, policy, training, use of force, and risk management.

- Performs comprehensive case analysis, including reviewing incident reports, internal investigations, bodycam footage, and departmental policies.
- Prepares thorough expert reports that detail findings, opinions, and compliance with or deviations from established law enforcement standards.
- References available upon request.

DIRECTOR OF PUBLIC SAFETY/CHIEF OF POLICE

Northville Township Department of Public Safety | Northville, MI

2021-CURRENT

- Leads an agency accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA), Michigan Law Enforcement Accreditation Commission (MLEAC), and a CALEA-accredited communications center, demonstrating a strong commitment to national best practices and legal compliance.
- Oversees all aspects of police and fire department operations for a community of 33,000 residents, ensuring adherence to professional standards and mitigating organizational risk.
- Serves as a Subject Matter Expert on the Michigan Commission on Law Enforcement Standards (MCOLES) Subject Control Focus Group (2025), influencing basic training curriculum and objectives for subject control statewide.

CHIEF OF PUBLIC SAFETY/POLICE AND EMERGENCY MGMT

Washtenaw Community College | Ann Arbor, MI

2016-2021

- Managed a public safety department with seven sworn officers, 30 non-sworn personnel, and support staff, ensuring safety for a student body of approximately 12,000.
- Served as Emergency Manager, overseeing college emergency operations planning and managing the crisis management team, while developing protocols essential for campus safety and liability reduction.
- Certified ALICE (Alert, Lockdown, Inform, Counter, Evacuate) active threat instructor, providing crucial training to enhance preparedness and response in high-risk environments.

DEPUTY CHIEF OF POLICE

Canton Township Public Safety | Canton, MI

2013-2016

- Led the patrol division of a department with 95 sworn officers, overseeing 60 patrol officers, 16 dispatchers, three school resource officers, five selective enforcement officers, two canine officers, eight sergeants, and four lieutenants.
- Supervised the preparation and analysis of department statistics and performance metrics (CompStat), utilizing data to identify crime trends, optimize resource deployment, and inform policy adjustments to enhance public safety and minimize liability exposure.
- Ensured patrol personnel adhered to CALEA accreditation standards by collaborating closely with the department's accreditation manager to maintain high national requirements and enhance the legal defensibility of operations.
- Directly managed around 65 internal affairs investigations each year, thoroughly reviewing alleged misconduct and participating in findings that guided corrective measures and policy improvements, thereby reducing organizational risk.
- Reviewed all use of force reports, averaging 50 to 60 incidents annually, providing critical analysis against constitutional standards and departmental policy to ensure appropriate use of force and identify training needs.

LIEUTENANT, PATROL DIVISION - SHIFT COMMANDER

Canton Township Public Safety Special Services | Canton, MI

2011-2013

- Led shift supervisors, patrol officers, and dispatch personnel by providing guidance, development, and direction to ensure operational effectiveness and compliance with departmental standards.
- Served as a Community Policing Team Leader, collaborating with schools, community leaders, and organizations to address local issues, foster positive police-community relations, and promote proactive problem-solving.
- Supervised the department's school resource officers and K9 units, ensuring they received specialized training and were effectively deployed.

LIEUTENANT, STAFF OPERATIONS DIVISION

Canton Township Public Safety Special Services | Canton, MI

2008-2011

- Managed the Records Bureau, leading a team of nine clerks responsible for handling Freedom of Information requests, firearm permits and registrations, and property room management. Ensured compliance and accurate record-keeping essential for legal processes.
- Supervised a team of four traffic officers and one motor carrier officer from the Selective Enforcement Unit, focusing on data-driven enforcement strategies to reduce traffic crashes and enhance public safety.
- Supervised the department's training unit, in-service training, and a team of 20 field training officers and dispatcher training officers, focusing on recruit training and program management to ensure that officers were equipped with the latest best practices and knowledge of legal compliance.
- Established strong relationships with various groups and organizations, including houses of worship, businesses, schools, homeowners' associations, recreational facilities, and municipal services, to enhance community engagement and understanding of police work.
- Collaborated with the accreditation manager to create policies and procedures that align with CALEA requirements, aiding the agency in meeting national standards.

LIEUTENANT, PATROL DIVISION SHIFT COMMANDER

Canton Township Public Safety | Canton, MI

2006-2008

- Served as a night shift commander, overseeing the patrol staff and a community policing team to ensure effective incident response and operational management.
- Supervised the bicycle unit and the accident investigation team, ensuring a thorough investigation and documentation of incidents.

SERGEANT, STAFF OPERATIONS – Community Relations Coordinator, Crime Prevention, and Crime Analyst

Canton Township Public Safety | Canton, MI

2003-2006

- Delivered crime prevention seminars in Canton, focusing on identity theft, personal safety, burglary, and construction site theft prevention, to name just a few, for residents and businesses, showcasing expertise in proactive security measures.
- Analyzed crime data to identify trends and patterns, effectively communicating insights to investigators and patrol units to improve deployment and crime reduction efforts.
- Responsible for building relationships with community stakeholders to improve public trust and cooperation.

SERGEANT PATROL DIVISION

Canton Township Public Safety | Canton, MI

2001-2003

- Served as a day shift supervisor, overseeing on-duty patrol officers and administrative staff to ensure the smooth operation of daily activities.
- Led and supervised the School Resource Officers, providing guidance on specialized policing within educational settings.

POLICE OFFICER / SCHOOL RESOURCE OFFICER

Canton Township Public Safety, Canton MI

1992-2001

- Served as a patrol officer until 1999, then devoted full time to Plymouth Canton Educational Park, supporting over 6,000 students from Plymouth, Canton, and Salem High Schools, with an emphasis on enhancing school safety and building police-community relations.
- Focusing on the National Association of School Resource Officers (NASRO) Triad approach to school policing, which highlights the officer's roles as a public safety educator, mentor/informal counselor, and law enforcement officer, this demonstrates a nuanced understanding of youth engagement.
- Department Instructor in defensive tactics, use of force, emergency vehicle operations, and high-risk traffic stops, consistently training officers in critical skills and legal compliance.

- Field Training Officer (FTO) responsible for training and integrating new officers into the organization, ensuring adherence to departmental procedures and best practices.

AREAS OF EXPERTISE

- **POLICE PRACTICES & STANDARDS:** Extensive leadership experience as Chief of Police and Director of Public Safety in overseeing all aspects of law enforcement operations; specializing in evaluating whether police practices meet professional standards, legal requirements, and best practices; assessing operational conduct during critical incidents supported by instructor experience.
- **POLICE TRAINING & CURRICULUM DEVELOPMENT:** Developed and delivered comprehensive training programs on critical topics such as the use of force, defensive tactics, and crisis intervention; designed training programs that incorporate real-world scenarios, ethical decision-making, and legal standards; qualified to assess inadequate training contributions and clarify complex training methodologies.
- **SUPERVISION AND MANAGEMENT IN LAW ENFORCEMENT:** Experienced as a law enforcement executive overseeing personnel, complex operations, and high-stakes incidents; mentoring supervisors and ensuring accountability; training supervisors in effective management practices, decision-making, and personnel development; evaluating proper supervision and management practices during incidents.
- **USE OF FORCE ANALYSIS:** Over three decades of experience in analyzing and managing use-of-force incidents; highly knowledgeable in constitutional standards, case law, and accepted police practices to evaluate the appropriateness and proportionality of force; over a decade as a use-of-force instructor and a black belt in Tang Soo Do, training officers in tactics, decision-making under stress, and de-escalation techniques; this expertise enables clear explanations of force continuums and decision-making processes for legal audiences. Recently trained in the nationally renowned de-escalation program, Integrating Communications, Assessments, Tactics (ICAT), taught by the Police Executive Research Forum (PERF).
- **BEST PRACTICE STANDARDS & ACCREDITATION (CALEA/MLEAC):** Consistently implements nationally recognized best practices as a law enforcement executive; has experience in leading departments through CALEA and MLEAC accreditation processes; integrates these best practices into training programs and can identify deviations in litigation.

- **POLICY & PROCEDURE DEVELOPMENT/COMPLIANCE:** Developed and implemented comprehensive policies and procedures, ensuring alignment with constitutional standards, legal mandates, and industry best practices. Provided leadership in accreditation processes by developing policies that meet or surpass national standards. Experience includes assessing policy effectiveness and evaluating compliance during specific incidents. Educated officers on the practical application of departmental procedures as a trainer and policy advisor.
- **SCHOOL POLICING & SAFETY:** Experience includes serving as a School Resource Officer (SRO) and supervising the program for over a decade in K-12 environments, as well as serving as Chief of Police/Emergency Manager at a community college. Has firsthand knowledge of the unique challenges involved in policing educational settings, including specialized training in youth development, de-escalation, and conflict resolution. Trained SROs to cultivate positive relationships and evaluate officer actions based on best practices.
- **PREMISE LIABILITY & SECURITY MEASURES:** Experience includes evaluating the effectiveness of safety and security measures in both public and private settings; served three years as a crime prevention expert trained in both basic and advanced techniques; can evaluate actions or inactions contributing to premise liability incidents, offering expert insights on best practices for property safety, including surveillance systems and physical barriers. Also invited to teach at the Detroit Police Advanced Crime Prevention School.
- **RISK MANAGEMENT & LIABILITY REDUCTION:** Proven track record of identifying and mitigating risks in law enforcement operations to reduce liability and enhance public safety; expertise includes conducting comprehensive risk assessments, reviewing high-liability incidents, and providing actionable recommendations; training officers and supervisors in proactive risk management strategies.
- **EMERGENCY VEHICLE OPERATIONS & PURSUIT POLICY:** Has extensive experience overseeing and training officers in emergency vehicle operations; as an instructor, provided essential training in pursuit policies, high-speed response techniques, and safe driving practices; can assess whether emergency vehicle operations were performed safely and within accepted standards.

EDUCATION

Master of Liberal Studies

Eastern Michigan University | Ypsilanti, MI

2005 | Police Supervision and Management

School of Police Staff and Command

Eastern Michigan University | Ypsilanti, MI

2002

Bachelor of Arts

Michigan State University | East Lansing, MI

1989 | Criminal Justice

LEADERSHIP & AWARDS

LEADERSHIP

- 2025 - Michigan Commission on Law Enforcement Standards Subject Control Focus Group: Appointed as a Subject Matter Expert to review the basic training curriculum and training objectives for subject control.
- 2023-present Advisory Board Member for Wayne County Police Academy: Helps shape strategic guidance and develop curriculum for new police recruits.
- 2018 Governor's Task Force on School Safety: Served as a subject matter expert, resulting in 29 recommendations for comprehensive school safety.
- 2006-2013 President, Canton Command Officers Association.

AWARDS

- In 2025, my agency received triple accreditation: the Commission on Accreditation for Law Enforcement Agencies (CALEA) accredited both the law enforcement and dispatch communications center, and we also achieved accreditation from the Michigan Commission on Law Enforcement Accreditation (MLEAC). This is a very prestigious accomplishment.
- 2015 Director's Recognition Award: Recognized for exceptional service in police department operations.
- 2011 Governor's Traffic Safety Advisory Commission: Awarded for 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
- Commission on Accreditation for Law Enforcement Agencies (CALEA)