



**City of Guyton Employment Application**

Applicant Name: Richard Zapal

Position: Chief of Police

Date: 10/31/19 How did you hear about this position? Guyton's Website

The City of Guyton is an equal opportunity employer and does not discriminate in recruiting, hiring, promotion or other employment terms based on race, color, creed, national origin, citizenship, sex, age, disability or veteran status. This applies to all categories of employment: managerial, professional, technical, and all other staff.

All employment decisions will be made solely upon the basis of the individual's qualifications as related to the requirements of the position being filled. The information requested in this application will be used in a nondiscriminatory manner.

You may be asked to perform one or more job-related skills tests. If you are certified, registered or licensed in your profession, you need to provide proof of your professional standing.

In accordance with the Immigration and Reform Control Act of 1986, proof of authorization to be employed in the United States will be required of all prospective employees. Failure to establish such proof will prohibit or discontinue employment.

The City of Guyton maintains a smoke free work place.

If hired, you will be required to notify your employer of any criminal conviction that occurs during the course of your employment.

**IN ACCORDANCE WITH OUR DRUG POLICIES, PROSPECTIVE EMPLOYEE WILL HAVE A DRUG SCREEN.**

You must complete the application even if you are submitting a resume. Information provided on this application form is used for preliminary screening of applicants. All questions must be answered completely. Failure to complete detailed information (i.e. job responsibilities, employment dates, salary information, etc.) may result in your application not being considered.

Return completed application to, by  
Mail – City of Guyton, PO Box 99, Guyton GA 31312  
In Person – City Hall, 310 Central Boulevard, Guyton



**City of Guyton Employment Application**

**General Information**

Name (last, first, middle): Zapal, Richard P.

Name (birth, maiden or others used): \_\_\_\_\_

SS# [REDACTED] Phone: [REDACTED] Email: [REDACTED]

Address: [REDACTED]

Mailing Address (if not physical address): \_\_\_\_\_

Position Applied For: Chief of Police Date Available: Immediately

Expected Salary/Wage Required: \$ \_\_\_\_\_ (hour) / \$50,000 per year (annual) (as advertised)

Indicate Shifts Available for Work: Days  Evenings  Nights  Weekend

Indicate Desired Employment Status: Full-Time  Part-Time \_\_\_\_\_ Temporary \_\_\_\_\_ Seasonal \_\_\_\_\_

**Personal Record**

Are you age eighteen (18) or older? Yes  No \_\_\_\_\_ Valid Driver's License? Yes  No \_\_\_\_\_

Have you ever applied to the City of Guyton? Yes  No \_\_\_\_\_

Military Service Branch: United States Army

Date Entered 08/01/79 Date Discharged 07/30/82 Reserve Status N/A

Have you ever been convicted of a crime other than a minor traffic violation? Yes \_\_\_\_\_ No

If yes, explain: \_\_\_\_\_

Are you legally authorized to work in the United States? Yes  No \_\_\_\_\_

**Skills**

Basic Mathematics  Word Processing/Typing (WPM)  Spreadsheets  
 Basic Facility/Infrastructure Knowledge  Maintenance/Related Tools \_\_\_\_\_ Utility Meters

# City of Guyton, Georgia

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Federal/State Laws  
 City Ordinances

Criminal/Traffic Codes  
 Knowledge of Court/Judicial System

Search/Seizure

List Equipment/Software: Office Suite, Outlook, Tiburon

Licenses/Certifications:

Certified Police Officer #PBLE840143S Expiration Date: Doesn't Expire

\_\_\_\_\_ # \_\_\_\_\_ Expiration Date: \_\_\_\_\_

\_\_\_\_\_ # \_\_\_\_\_ Expiration Date: \_\_\_\_\_

Please list all vehicles/equipment you are licensed to operate: Passenger car, Motorcycle

**Educational Record**

School Name & Location	Major	Year Completed	Graduation Date	Degree
High School Glenbard East HS Lombard, IL	Gen Studies	1979	6/79	HS Diploma
Business/Technical College Kaplan University Online	Criminal Justice	2003	5/03	Bachelor's
Graduate School Columbus State Univ Columbus, GA	Public Admin	2005	12/05	Master's
Other				

List any foreign languages spoken and level of fluency: Semi-fluent in Dutch and German

List any certificates, training or other education not listed above that may help qualify you for this position:

\_\_\_\_\_

\_\_\_\_\_

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## Work History (beginning with present/most recent)

Are you employed? Yes \_\_\_ No xx May we contact your present employer? Yes \_\_\_ No \_\_\_

Employer: Savannah Police Department From 7/86 To 12/19

Address: 201 Habersham St Savannah, GA 31401 Phone: [REDACTED]

Job Title: Major / Assistant Chief Immediate Supervisor: Chief Devionn Adams

Description of your Work: Division Commander of the Patrol and Special Operations  
Division of a contemporary police department.

Reason for Leaving: I retired after 36 years of service.

\*\*\*\*\*

Employer: \_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Job Title: \_\_\_\_\_ Immediate Supervisor: \_\_\_\_\_

Description of your Work: \_\_\_\_\_

\_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

\*\*\*\*\*

Employer: \_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Job Title: \_\_\_\_\_ Immediate Supervisor: \_\_\_\_\_

Description of your Work: \_\_\_\_\_

\_\_\_\_\_

Reason for Leaving: \_\_\_\_\_

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**Please Account for all unemployment of four (4) weeks or longer, for non-medical reasons, during the last five (5) years or since you left school.**

From \_\_\_\_\_ To \_\_\_\_\_ Reason: \_\_\_\_\_ N/A \_\_\_\_\_

From \_\_\_\_\_ To \_\_\_\_\_ Reason: \_\_\_\_\_

**Personal References. Provide three (3) non-relatives who have knowledge of your work performance within the last five (5) years.**

Name: John Best Email: \_\_\_\_\_ Phone: \_\_\_\_\_

Name: Tonja Maultsby Email: \_\_\_\_\_

Name: Leslie Dunn Email: \_\_\_\_\_ none: \_\_\_\_\_

**Please list any employer/person that you do not authorize us to contact.**

Name: \_\_\_\_\_ Name: \_\_\_\_\_ Name: \_\_\_\_\_

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# City of Guyton, Georgia

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### PLEASE READ BEFORE SIGNING

I understand that this application is intended for information purposes only. Neither this application nor any other communication by the organization's representative, written or oral, establishes an employment contract other than one terminable at will by the City of Guyton or the Applicant. The City of Guyton and its employees have the right to terminate the employment relationship with or without cause at any time. No communication or practice limits the reasons or procedures for termination or modification of the employment relationship.

I authorize the City of Guyton to inquire and investigate into my employment, education, professional, criminal and other background as needed to verify the information on this application and research my qualifications for this position. Unless specifically stated in this application, the City of Guyton may contact all employers and references that I have provided in order to obtain this information. I hereby release the City of Guyton from all liability that might result from such investigation into my background.

Before any offer of employment is finalized, Applicants may be required to undergo and pass a criminal background check, work reference check, a pre-employment physical examination (when job related and consistent with business necessity) and other medical testing for controlled substances and alcohol at a medical facility selected by the City of Guyton at the City's expense. Prior to any job offer, Applicants must sign the City's Authorization for Release of Information authorizing the background check, and agreeing to submit to medical testing and authorizing the release to the City. If the Applicant does not pass any part of the criminal background check, a pre-employment physical (as necessary) and/or a drug screen, Applicants will not be permitted to begin work for the City.

I understand that the City of Guyton does not discriminate on any basis, including age.

I agree to have a drug and/or alcohol screen whenever required by the City of Guyton.

If hired, I agree to inform the City of Guyton of any criminal conviction that occurs during the course of my employment.

I certify that all statements on this application are true and complete. I understand that any omission or misinformation given on this application will prohibit my employment on the grounds of the rejection of my application or immediate dismissal whenever such omission or misinformation is discovered.

I acknowledge that I have read and understand the above statements.

[Handwritten Signature]  
Signature

10-31-19  
Date

RICHARD ZAPAL  
Print Name

[Redacted] 61  
Date of Birth



**Please read carefully before signing this Authorization.**

As a result of your request for employment consideration with the City of Guyton, we intend to investigate into your background to verify the information you have provided to us. Our inquiries will be limited to obtain only information that is job related, and will include reference checks, previous employment inquiries and verification of your training and education.

Because of your right to privacy, this Authorization is needed to allow former employers, business references and education institutions to provide us with this information. This form will be submitted to these parties as verification that you have waived your right of privacy.

If you agree with these statements and the waiver provided below, please provide your signature and the date signed at the bottom of this form.

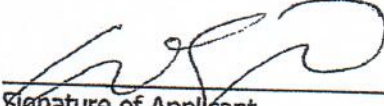
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**CITY OF GUYTON EMPLOYMENT APPLICATION  
AUTHORIZATON FOR RELEASE OF INFORMATION**

I hereby grant permission to the City of Guyton, Georgia and its agents to conduct an investigation of my application for employment.

I authorize and request any and all former employers, business references and education institutions to furnish (orally and/or in writing) information concerning my past job performance and my work, salary and educational histories. I hereby release these parties and their representatives furnishing such information from any and all liability and damages that may result from complying with this Authorization.

I recognize that a reproduction of this original document is a valid requisition.

  
\_\_\_\_\_  
Signature of Applicant  
RICHARD ZAPAL  
\_\_\_\_\_  
Printed Name

10-31-19  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Phone Number



**THE CITY OF GUYTON IS AN EQUAL OPPORTUNITY EMPLOYER**

AS EMPLOYERS / GOVERNMENT CONTRACTORS, WE COMPLY WITH GOVERNMENT REGULATIONS AND AFFIRMATIVE ACTION RESPONSIBILITIES. SOLELY TO HELP US COMPLY WITH GOVERNMENT RECORD KEEPING, REPORTING AND OTHER LEGAL REQUIREMENTS, PLEASE COMPLETE THE APPLICANT DATA RECORD. THE FORM IS VOLUNTARY. IT WILL BE KEPT IN A CONFIDENTIAL FILE SEPARATE FROM THE APPLICATION FOR EMPLOYMENT. THE CITY OF GUYTON IS AN EQUAL OPPORTUNITY EMPLOYER WHICH PROHIBITS DISCRIMINATION BASED ON RACE, AGE, SEX, COLOR, MARITAL STATUS, CONDITION OR HANDICAP, RELIGIOUS CREED, SEXUAL ORIENTATION, NATIONAL ORIGIN, OR ANY OTHER NON-MERIT FACTOR. WE APPRECIATE YOUR COOPERATION.

Gender:  Male  Female

**Race- Check One:**

- African-American/Black
- Caucasian/White
- Native Hawaiian/Pacific Islander
- American Indian/Alaskan Native
- Asian
- Two or more Races

**Ethnicity- Check One:**

- Hispanic or Latino
- Non-Hispanic or Latino



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Gender:  Male  Female

**Race- Check One:**

- African American/Black
- Caucasian/White
- Native Hawaiian/Pacific Islander
- American Indian/Alaskan Native
- Asian
- Two or more Races

**Ethnicity- Check One:**

- Hispanic or Latino
- Non-Hispanic or Latino

City of Guyton  
City Manager Daniel Hofman  
310 Central Blvd  
Guyton, GA 31312

April 9, 2019

Richard Zapal  
[REDACTED]  
[REDACTED]  
[REDACTED]

Mr. Hofman,

I recently noticed news concerning the re-advertisement for the job of the Chief of the Guyton Police Department.

I began my law enforcement career in 1982, and I retired from the Savannah Police Department on January 1, 2019. My experience tells me that the position will involve many of the same duties that I performed throughout my 36-year career with SPD. I began my law enforcement career in 1982 as a rookie and finished as a Major / Deputy Chief and Division Commander. I am a versatile manager ready to become part of and lead your team.

In addition to the planning and administration duties highlighted in my resume, please note that I have a Master's Degree in Public Administration. I've been a Police Manager for several years and I feel that my organizational skills, management and administrative experience will make me a great asset to your organization. I have been acknowledged for my ability to work easily with the community, elected officials and other agencies. Please note that I am a Georgia Post Certified Police Officer and have an extensive background in criminal investigations including homicide, violent crimes, robbery, gangs and domestic violence.

I desire to be part of a collaborative management team that will utilize my extensive Community Policing experience, as well as my life experience, as an asset towards high quality service delivery and the attainment of strategic goals. The creation of a bond between public safety and the citizens it serves is of the utmost priority in providing for the needs of the community. Developing that trust is attained by fiscal and professional responsibility; and augmented by staff that are professional, customer service oriented and dedicated to the mission. These attributes are best demonstrated in a lead by example philosophy, exemplified by the chief executive.

I am a "hands on" manager that relishes participating in the day-to-day operations of a police department and enjoys interacting with the members of the department, from the newest to the most senior. A content, well trained staff will perform to the highest levels possible. I have been acknowledged for my ability to work easily with the community, elected officials and other agencies. I have included the community in the police-decision making process that fosters a partnership that builds trust in the Police Department and makes the police function easier.

If you agree upon reviewing my letter and resume that I am the manager that you need, call me on my cell phone [REDACTED]. Thanking you most sincerely for your time and consideration.

Cordially,

*Richard Zapal*

RICHARD ZAPAL, M.P.A.

## RESUME OF QUALIFICATIONS

[REDACTED]  
[REDACTED]  
[REDACTED] Cell  
e-mail: [REDACTED]

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### BACKGROUND SUMMARY

**LAW ENFORCEMENT:** *A professional police officer with extensive training, street and practical experience in an urban, diverse community as well as a suburban venue. Twenty-six years of progressive command management with a current rank of Major/ Deputy Chief. Instrumental in the "hands-on" and "lead from the front" implementation and training in areas including; Community Policing, Criminal Investigations, Emergency Management, Problem Solving, CALEA Accreditation, Georgia State Certification, Tactical Response, Crisis Intervention and a dedication to Police-Community relations.*

**ADMINISTRATION:** *A results-oriented manager well versed in the formulation, creation and implementation of agency policy and procedure. Last assignment prior to retirement was the Commander of the Patrol Division.*

**PERSONAL:** *Quality Management leadership style with strong emphasis placed on: Community Policing/Problem Solving, Community-Police relations, decision making input solicited from the lowest levels possible, utilizing new and emerging technology and a common sense approach to law enforcement. Dedicated to utilizing the most contemporary and successful policing strategies and paradigms - including Intelligence Led Policing and Predictive Policing.*

### EDUCATION AND TRAINING

**Columbus State University 2005**  
*Master's Degree in Public Administration*

**Kaplan University 2003**  
*Baccalaureate Degree in Criminal Justice*

**Senior Management Institute for Police 2008**  
*Police Executive Research Forum, Boston University*

**Georgia Law Enforcement Command College**  
*Command College*

**Georgia Law Enforcement Command College**  
*Professional Management Program*

**University of Georgia**  
*Carl Vinson Institute of Government  
Public Management Program*

**University of Illinois**  
*Police Training Institute*

**Armstrong Atlantic State University (RCJTC)**  
*Georgia POST Council Police Instructor Training*

**Armstrong Atlantic State University (RCJTC)**  
*Basic Police Mandate Course*

*Additional: Over 3000 hours of additional certified training encompassing all areas of investigation, crime prevention, community policing/problem solving, self-defense, firearms, dignitary protection, management, computer applications and customer service.*

### **EXPERIENCE**

**Nov 2017 to Present:**

**DIVISION COMMANDER – PATROL DIVISION**  
**SAVANNAH POLICE DEPT**  
**SAVANNAH, GA**

*Major, Commander of the Patrol Division. Responsibilities include management and administration of all operations of a contemporary police division and the assigned personnel (400 sworn and 60 civilian). Providing all aspects of law enforcement delivery and customer service to a diverse population and a service area of 104 square miles. Acting Chief of Police when needed (Department of 536 sworn / 100 civilian personnel).*

May 2015 to Nov 2017:

**DIVISION COMMANDER – CRIMINAL INVESTIGATION  
DIVISION  
SAVANNAH CHATHAM METROPOLITAN POLICE DEPT  
SAVANNAH, GA**

*Major, Commander of the Criminal Investigation Division. Responsibilities include management and administration of all operations of a contemporary police criminal investigation division and the assigned personnel (100 sworn and 30 civilian). Investigative units include Homicide, Violent Crimes, Aggravated Assault, Robbery, Special Victim's Unit, Cyber and Financial Crimes, Intelligence and Forensics. Acting Chief of Police when needed (Department of 629 sworn/ 200 civilian personnel).*

Feb 2012 to April 2015:

**DIVISION COMMANDER – PATROL DIVISION  
SAVANNAH CHATHAM METROPOLITAN POLICE DEPT  
SAVANNAH, GA**

*Major, Commander of the Patrol Division. Responsibilities include management and administration of all operations of a contemporary police division and the assigned personnel (400 sworn and 60 civilian). Providing all aspects of law enforcement delivery and customer service to a diverse population and a service area of 450 square miles. Acting Chief of Police when needed (Department of 607 sworn/ 200 civilian personnel).*

Jul 2011 to Feb 2012:

**PRECINCT COMMANDER - PATROL DIVISION  
SAVANNAH CHATHAM METROPOLITAN POLICE DEPT  
SAVANNAH, GA**

*Captain, Commander of Precinct 1 in the Patrol South Division. Responsibilities include management and administration of all operations of a contemporary police precinct and the assigned personnel (80 sworn and 2 civilian). Providing all aspects of law enforcement delivery and customer service to a diverse population and a service area that is half commercial and half residential.*

Dec 2005 to Jul 2011:

**PRECINCT COMMANDER - PATROL DIVISION  
SAVANNAH CHATHAM METROPOLITAN POLICE DEPT**

**SAVANNAH, GA**

*Captain, Commander of Precinct 4 in the Patrol Division. Responsibilities include management and administration of all operations of a contemporary police precinct and the assigned personnel (80 sworn and 2 civilian). Providing all aspects of law enforcement delivery and customer service to a diverse population and a service area that is half commercial and half residential. Additional duties include commanding the Dignitary Protection Team.*

*Aug 2005 to Dec 2005:*

**ASSISTANT DIVISION COMMANDER - CRIMINAL INVESTIGATION DIVISION (CID)**  
**SAVANNAH CHATHAM METROPOLITAN POLICE DEPT**  
**SAVANNAH, GA**

*Captain, Assistant Division Commander of the Criminal Investigation Division. Responsibilities included: management of the day to day operation of the Criminal Investigations Division (including 130 sworn and 15 civilian personnel) and assisting the Division Commander in planning and managing field operations. Direct management of the Criminal Intelligence Center, Property Crimes Units, Tactical Reaction Unit and Special Operations Unit. Additional duties include commanding the Dignitary Protection Unit and overseeing all operations involving confidential informants.*

*Jan 2005 to Aug 2005:*

**COMMANDER - VIOLENT CRIMES UNIT (CID)**  
**SAVANNAH CHATHAM METROPOLITAN POLICE DEPT**  
**SAVANNAH, GA**

*Lieutenant, Commander of the Violent Crimes Unit of the Criminal investigation Division. Responsibilities included: managing the Homicide Unit, Robbery Unit, Special Victim's Unit and Domestic Violence Unit (4 Sergeants, 33 Investigators and 3 civilians), responding to all homicides, assistant and acting division commander (130 sworn and civilian personnel), Task Force Commander, Violent Crimes Task Force Liaison, Confidential Informant Manager and Crime Stoppers Board Member. Additional duties include commanding the Dignitary Protection and Special Operation Units.*

*May 2003 to Dec 2004:*

**COMMANDER - PROPERTY CRIMES UNIT (CID)**  
**SAVANNAH CHATHAM METROPOLITAN POLICE DEPT**  
**SAVANNAH, GA**

Lieutenant, Commander of the Property Crimes Unit of the Criminal Investigation Division. Responsibilities included: managing the Burglary, Auto Theft, Pawn Shop, Financial Crimes, Cyber-Crimes and Records Units (5 Sergeants, 25 Investigators and 5 civilian personnel). Assistant and Acting Division Commander(130 sworn and civilian personnel), Task Force Commander, Confidential Informant Manager, Crime Stoppers Board Member and Acting Homicide Unit Commander. Additional duties include commanding the Dignitary Protection and Special Operation Units.

Dec 1999 to April 2003:

**COMMANDER, VIOLENT CRIMES UNIT (CIB)**  
**SAVANNAH POLICE DEPARTMENT SAVANNAH, GA**

Lieutenant, Commander of the Violent Crimes Unit of the Criminal Investigation Bureau. Responsibilities included: managing the Homicide, Robbery, Gang, Domestic Violence and Career Offender Tracking Units (4 Sergeants, 30 Investigators and 3 civilian personnel), responding to all homicides, assistant and acting Bureau Commander (125 sworn and civilian personnel), Task Force Commander, Violent Crimes Task Force Liaison, Confidential Informant Manager and Crime Stoppers Board Member. Additional duties include commanding the Dignitary Protection and Special Operations Units.

Mar 1997 to Dec 1999:

**ACCREDITATION MANGER**  
**SAVANNAH POLICE DEPARTMENT, SAVANNAH, GA**

Lieutenant, Accreditation Manager, Commander of the Records Management Unit (Information Management Bureau) and Community Oriented/Problem Oriented Policing Manager. Responsibilities included: Command of the Records Management Unit (10 Sworn and 19 civilian personnel), Assistant and Acting Bureau Commander (80 sworn and civilian personnel), managing the CALEA accreditation process, developing and revising agency policy and procedure, formulating and developing new programs, managing and training agency personnel in the areas of community policing and problem solving, implementing new technology, appointment as commander of special/tactical units in response to emergencies and natural or man-made disasters.

Apr 1994 to Feb 1997:

**PATROL SERGEANT - PATROL BUREAU**

**SAVANNAH POLICE DEPARTMENT, SAVANNAH, GA**

*Sergeant, Patrol Commander's Staff, Community Oriented / Problem Oriented Policing Manager, Accreditation Manager and County Emergency Management Agency Liaison. Responsibilities included: developing and revising agency policy and procedure, formulation and implementation of new programs, managing and training department personnel in the areas of community/ problem oriented policing, engineering the transformation from 2<sup>nd</sup> to 3<sup>rd</sup> edition (CALEA) national standards to facilitate the goal of re-accreditation, appointment as special unit commander by the Patrol Commander or Chief of Police for specific operations or unusual circumstances, development and implementation of tactical plans in response to natural or man-made disasters.*

**Feb 1992 to Mar 1994:**

**PATROL SERGEANT - PATROL BUREAU**  
**SAVANNAH POLICE DEPARTMENT, SAVANNAH, GA**

*Sergeant, Patrol Bureau, Precinct 1, Watch Commander. Responsibilities included: supervision of 17 police officers, training sergeant, field training supervisor, tactical and strategic planning, coordination of personnel and assignments, discipline and other supervisory functions related police patrol operations. Also required to act as Precinct Commander during his/her absence.*

**Jul 1987 to Feb 1992:**

**DETECTIVE CORPORAL - CRIMINAL INVESTIGATIONS**  
**SAVANNAH POLICE DEPARTMENT, SAVANNAH, GA**

*Performed duties as a property crimes investigator, violent crimes investigator and homicide investigator. Also performed duties as unit supervisor during his/her absence.*

**Jul 1986 to Jul 1987:**

**POLICE OFFICER - PATROL AND SPECIAL**  
**OPERATIONS**  
**SAVANNAH POLICE DEPARTMENT, SAVANNAH, GA**

*Performed duties of patrol officer. Special assignments included vice and narcotics, undercover and surveillance operations, Tactical Reaction and Prevention Unit and BGN Team (SWAT).*

**Oct 1984 to Jul 1986:**

**POLICE OFFICER - GLEN ELLYN POLICE DEPARTMENT**  
**GLEN ELLYN, IL**



*Police Officer. Employed by a 32 officer police department in the suburban Chicago area. Performed duties as a patrol officer with special assignments to the traffic unit. Attended the Police Training Institute at the University of Illinois in Champaign-Urbana, Il.*

**Dec 1982 to Oct 1984:**

**POLICE OFFICER - PATROL DIVISION**  
**SAVANNAH POLICE DEPARTMENT, SAVANNAH, GA**

*Police Officer. Various assignments including patrol division, special operations and SWAT. Joined the Savannah Police Department in December 1982.*

**Aug 1979 to Sep 1982:**

**UNITED STATES ARMY, AIRBORNE RANGERS**  
**1<sup>ST</sup> BATTALION (RANGER) 75<sup>TH</sup> INFANTRY**  
**HUNTER ARMY AIRFIELD, GA**

*Performed duties as an Airborne Ranger, paratrooper, rifleman, anti-tank gunner and squad leader in a company sized Airborne Ranger Unit. Served during the transition from conventional Ranger operations to contemporary special operations/counter-terrorist operations. Honorable discharge. Rank at time of discharge: Sergeant/E-5.*

**SPECIALIZED EXPERIENCE**

- Security Consultant to Chrysler, LLC, Auburn Hills (Detroit), Michigan
- Active Shooter Instructor December 2018
- Adjunct Professor, Criminal Justice University of Phoenix, Savannah Campus, 2007 - 2014
- State Certified Instructor - Police Subjects
- COP/POP Instructor, Armstrong Atlantic State University (RCJTC)
- CALEA Accreditation Manager
- Presenter at International PERF POP Conference, San Diego 1995
- Lead Instructor COP/POP training, Savannah Police Department 1995/96
- Participant in NIJ Study on Community Policing 1996
- Instructor for Albany, GA Police Dept Community Policing, 1997
- Logistics planner for G-8 Summit (Sea Island, GA 2004)
- Crime Scene Preservation Instructor, EMES Conference, Lake Geneva, WI, 2004
- United States Secret Service Dignitary Protection Seminar, July 2005
- Lead Instructor COP/POP Retraining for the Savannah Chatham Metropolitan Police Department 2014

□ *Project Manager – Operation Ceasefire (Violent Crime Reduction Strategy) Savannah Chatham Metropolitan Police Department 2014*