

May 4, 2018
Mr. Alan Reddish
Senior Vice-President
The Mercer Group, Inc.

Mr. Reddish,

In response to your search for a qualified candidate for the position of Police Chief for the Savannah Police Department, I have attached my résumé for your consideration. I am presently the Police Chief for the Peoria Police Department. As Peoria's police chief I supervise 199 commissioned personnel and 106 civilian employees. These 104 civilian employees include Animal Control, Park Rangers, Code Enforcement and Communications Center employees. I am also responsible for management of the department's \$40 million budget.

Peoria is the second largest city in the West Valley. The City of Peoria borders the cities of Glendale on our eastern border, and Phoenix on our northern border. We are also neighbors to Luke Air Force Base, which is located in the city of Glendale.

Since my appointment in Peoria, I have implemented crime reduction and community partnership initiatives that have resulted in historic decreases in violent and property crimes.

I have also implemented the following programs in the Peoria Police Department: all pillars of the 21st Century Policing Task Force Report, Mental Crisis Response Team, Procedural Justice, and De-escalation training.

The Peoria Police Department is a nationally accredited agency through the Commission on Accreditation for Law Enforcement Agencies (CALEA). We are also one of only two CALEA Gold Standard accredited agencies in the State of Arizona.

I also currently serve as the 2nd Vice President for the executive board of the Arizona Association of Chiefs of Police and Immediate Past President of the West Valley Chiefs Association.

Prior to my appointment in Peoria, I served as the Police Chief in Denton, Texas for 4 years. As Denton's police chief I supervised 155 commissioned personnel and 67 civilian employees. I was also responsible for management of the department's \$21 million budget.

During my tenure in Denton, I also implemented crime reduction and community policing programs that resulted in a -7% decrease violent crime, a -5% decrease

in property crime and a -5% overall decrease in violent crime. I also supervised construction plans for a \$14 million Police/Fire Public Safety Training Facility.

Prior to my appointment in Denton I served for 15 years with the Aurora, Colorado Police Department. My last assignment in Aurora involved serving as a District Commander. As the District 1 Commander I supervised 170 commissioned personnel and 6 civilian employees. I was also responsible for management of the district's \$15 million budget.

In my previous assignments with the Aurora Police Department I served as the Operations Support Section Lieutenant and the Training Section Lieutenant.

As the Operations Section Lieutenant, I supervised the SWAT team, K-9 Unit, Pattern Crimes Unit, and the Gang Intervention Unit. During this assignment I revised operational procedures for the SWAT team and assisted with implementing a gang intervention program.

During my tenure as the Training Section Commander, I was instrumental in revising the department's minority recruitment program and the Field Training and Evaluation Program. I also served as the department's liaison for the Peace Officer's Standards and Training Board and the Civil Service Commission. I was also assigned as the lead instructor for the Department's Ethics, Cultural Awareness, Anti-Bias Policing, and Crisis Intervention Team (CIT) programs.

Prior to joining the Aurora Police Department, I served as a police officer with the Houston Police Department for 10 years. Eight of my ten years were spent assigned to the Special Operations Division-Tactical Services Bureau.

In addition to my professional experience, my educational achievements include completion of a master's degree in Organizational Management. I am also a graduate of the Police Executive Research Forum-Senior Management Institute for Police/Boston University (2006) and the FBI-Law Enforcement Executive Development Seminar (LEEDS Session #76) 2017.

I believe my 25 years of law enforcement experience with two large law enforcement agencies and my 10 years of chief executive experience with the Denton Police Department and Peoria Police Department have prepared me for the tremendous challenges I would face, if I were selected as the Savannah Police Department's next police chief.

Sincerely,

Roy W. Minter, Jr.
Roy W. Minter, Jr.

Résumé

ROY W. MINTER, JR.

Peoria, Arizona 85383

(623) 773-7059 (Office)

City of Peoria, Arizona

Peoria, Arizona is a dynamic desert community located on the northwest border of Phoenix. The city is home to Lake Pleasant – the state's second largest lake; and the Peoria Sports Complex – spring training home of major league baseball's San Diego Padres and Seattle Mariners. Peoria covers 179 square miles and has a diverse population of 165,000 residents.

In 2016, 24/7 Wall St. rated Peoria as one of the "100 Best Places to Live". In 2017, Peoria was selected by WalletHub as one of the "Safest Cities in America."

PROFESSIONAL EXPERIENCE

March 2011 – Present – Peoria, Arizona Police Department – Police Chief

Responsible for the supervision of 199 commissioned personnel and 106 civilian employees. Duties includes: management and administration of a \$40 million annual operating budget; direct supervision of two deputy chiefs; administration of and planning for allocation of resources; evaluating the effectiveness and efficiency of programs; developing methods and procedures to improve operations; coordinating assigned activities with the City Manager, Fire Chief, City Department Heads and outside agencies; and providing highly responsible and complex administrative support to the City Manager.

MAJOR ACCOMPLISHMENTS

- Supervised the implementation of a new \$3 million Records Management/Computer-Aided Dispatch System.
- The Peoria Police Department is a nationally accredited agency by the Commission on Accreditation for Law Enforcement Agencies (CALEA). In July, 2012, we received the Meritorious Award from CALEA. CALEA

assessors also found that the department was in full compliance with all 480 CALEA standards.

- In July 2015, the Peoria Police Department was re-accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA). During this process, the department successfully completed the "Gold Standard" accreditation process. The Peoria Police Department is only the second agency in the State of Arizona to receive CALEA Gold Standard accreditation.
- In 2013, a citizen survey was administered to residents of the city of Peoria. Police Services received a 90% satisfaction rating from those who completed the questionnaire. 94% of the respondents also reported feeling safe and secure in their neighborhoods.

The following programs have been implemented during my tenure as the Peoria police chief:

- **United Community Action Network**

The United Community Action Network (UCAN) meetings bring together representatives from neighborhood organizations, Peoria Unified School District, Trine University, Mental Health Providers, NAACP, Urban League, Somali American United Council, League of United American Citizens (LULAC), Asian Chamber of Commerce, community of faith members, business sector representatives, and others. During these meetings we discuss and identify current issues affecting our community and ways we can work together to address these concerns. UCAN members meet monthly to discuss and formulate plans to address community issues, upcoming events, and problem solve at a grass roots level. UCAN is an important part of the department's community policing ideology and shows how partnerships can bring a community together with overwhelmingly positive results.

- **BADGE**

The Building Accountability through Development, Guidance, and Education (BADGE) Program was designed to assist at-risk youth turn their lives around before they become involved in the juvenile corrections system.

- **Chief's Club**

The "*Chief's Club*" helps underprivileged kids take advantage of summer camps that are offered to Peoria families. Many low-income families are not aware of our summer youth camps. So, through the *Chief's Club* they are offered an opportunity to attend these camps for free.

- **Lunch with Blue**

This program involves uniformed officers visiting area elementary schools and having lunch with the students.

- **School Tabletop Exercises**
The Peoria Police Department holds crisis response exercises with staff at all schools in the Peoria Unified School District to discuss and prepare for situations that could impact their campuses and students.
- **Patrol Officer Liaison Program**
This program allows officers to visit and interact with middle and elementary schools on a regular basis. These visits help students build a familiarity with officers, while also helping officers learn the layout of schools for a faster response in case of an emergency.
- **Seniors And Law Enforcement Together Program (SALT)**
This program was developed to increase awareness of crime and livability issues for senior members of our community.
- **Crime Reduction Programs**
I implemented community partnership and crime reduction programs that have significantly reduced violent and property crime. These programs include implementing weekly problem solving and monthly COMPSTAT style crime reporting meetings, a Prolific Offender Program, and a Predictive Policing program.
- **Community Impact Team**
The Community Impact Team was created to address emerging crime and quality of life trends, and handle special events in the city.
- **Body Worn Cameras**
The Peoria Police Department recently purchased body cameras for all patrol officers and supervisors. This new technology is being used to enhance transparency, public confidence, and officer safety.
- **Electronic Hand-Held Ticket Writers**
The E-Citation program allows officers to issue traffic and parking citations electronically via a hand-held device and transfer this data to the Municipal Court system.

Denton, Texas is a Main Street City that tops a triangle formed by Denton, Ft. Worth and Dallas. This area is traditionally referred to as the Golden Triangle.

The City of Denton was recognized in 2009 as the 9th fastest growing city in the nation and is the home of two universities; Texas Woman's University and the University of North Texas, the 3rd largest university in the State of Texas. These universities have a combined enrollment of approximately 50,000 students. Denton covers 87 square miles and has a population of 120,000 residents.

PROFESSIONAL EXPERIENCE

August 2007 – March 2011 – Denton, Texas Police Department – Police Chief

Duties included supervision of 155 commissioned personnel and 65 civilian employees. Additional duties included: management and administration of a \$21 million annual operating budget, direct supervision of three Captains; administration of planning for allocation of resources; evaluating the effectiveness and efficiency of programs; developing methods and procedures to improve operations; coordinating assigned activities with the City Manager, Fire Chief, and other City departments and outside agencies; and providing highly responsible and complex administrative support to the City Manager.

MAJOR ACCOMPLISHMENTS

- Supervised construction plans for a \$14 million Police/Fire Public Safety Training Facility.
- Implemented crime reduction programs that resulted in a -7% decrease in violent crime, a -5% decrease in property crime and a -5% decrease in total crime.
- Implemented weekly problem solving meetings and monthly COMPSTAT style crime reporting meetings.
- **Community Policing**
I implemented community oriented policing shortly after my arrival in Denton. This COP program involved creating and maintaining partnerships with the community. Department personnel were required to attend community meetings, and address crime, quality of life and traffic issues in their assigned patrol areas. It also involved high visibility patrol and regular contact with community members and businesses.
- **Citizen Survey**
During the months of October and November 2008, a citizen survey was administered to residents of the city of Denton. In the public safety section

of the survey, respondents were asked if they felt safe and secure living in the City of Denton. 91% of the respondents reported feeling safe and secure. Respondents were also asked to rate police visibility. 86% of the respondents reported that police visibility was either excellent or good.

- **UCAN Meetings**

The United Community Action Network (UCAN) meetings brought together representatives from neighborhood organizations, Denton Independent School District, University of North Texas, Texas Woman's University, NAACP, Hispanic Chamber of Commerce, community of faith, business sector representatives, and others to discuss and identify current issues affecting our community and ways to work together to address concerns. UCAN members met monthly to discuss and formulate plans to address community issues.

- **School Tabletop Exercises**

The Denton Police Department held crisis response exercises with staff at all schools in the Denton Independent School District to discuss and prepare for situations that could impact their campuses and students.

- **Lunch with Blue**

This program involved uniformed officers visiting area elementary schools and having lunch with the students on a monthly basis.

- **Electronic Hand-Held Ticket Writers**

The E-Citation program allows officers to issue traffic and parking citations electronically via a hand-held device and transfer data to the Municipal Court system.

City of Aurora, Colorado

The City of Aurora is the second largest city in the Denver metropolitan area and the second largest city in the state of Colorado. Aurora city covers 172 Square miles in Arapahoe, Adams and Douglas counties, and has a population of 345,000 residents. Aurora is the 56th largest city in the United States and is ranked 10th in the area of lowest crime rate in comparison to 35 similar sized municipalities.

March 2006 – August 2007 - Aurora Police Department - Operations Bureau - Commander – District 1 Station

Duties included supervision of 170 commissioned personnel and 6 civilian employees. Additional duties included: management of a \$15 million budget; commanding and directing patrol officers, sergeants, Sector and Patrol Commanders; supervising assigned sworn and civilian personnel; assisting in planning for allocation of resources and monitoring and evaluating the effectiveness and efficiency of programs; engaging in strategic and tactical problem solving and

making decisions appropriate to the level of command; reviewing and approving official reports completed by assigned personnel; preparing special reports and projects at the request of the Division Chief; making presentations; representing the department at meetings and on committees; preparing and monitoring assigned operating and capital budgets, including expenditures; assisting in developing operational priorities, goals, and objectives; making recommendations to the Division Chief regarding selecting, hiring, training, evaluating, and disciplining of assigned employees; supervising assigned employees; assuming duties of the executive duty officer on a regular basis; and performing additional duties as assigned.

MAJOR ACCOMPLISHMENTS

- While serving as the District 1 Commander, I crafted new initiatives and motivated officers to decrease crime. These efforts resulted in a -19% decrease in Major Index Crime and a -26% decrease in crime in the Colfax corridor.
- In 2007, the City of Aurora and the Aurora Police Department retained Lamberth Consulting to design and facilitate a series of dialogue sessions in the form of 4-5 hour workshops. The intent of these workshops was to explore the nature of the relationship between the police department and the citizens of Aurora, and recommend strategies for strengthening areas of the relationship that were identified as "at risk". During these forums I served as the lead facilitator for the Aurora Police Department.
- Implemented the "Lunch with Blue" program. This program involved uniformed officers visiting area elementary schools and having lunch with the students.
- Organized a district wide "Business Advisory Group." This program involved monthly meetings with key members of the business community to discuss issues and concerns.
- Implemented the Hot Spots Report Program." This crime awareness program consisted of patrol supervisors completing daily reports on enforcement activity in designated areas where increases in criminal activity were observed.
- Implemented "Robbery Awareness Seminars" for citizens and the business community. These seminars contributed significantly to our -6.5% decrease in robberies.
- 2004 – 2007 – Aurora Police Department - Chaplain Unit Liaison
- 2005 – 2007 - National Organization of Black Law Enforcement Executives – Colorado Chapter President

January 2005 – March 2006 – Aurora Police Department - Operations Support Section – Lieutenant, Special Operations Bureau

Duties included command-level supervision of civilian personnel, police officers, detectives, and sergeants assigned to the Pattern Crimes Unit, SWAT team, Gang Intervention Unit and K-9 Unit.

December 2002 – January 2005 – Training Section Commander - Lieutenant, Technical Services Bureau

Duties included supervision of the Recruit Training Program; in-service training for all officers; coordination of the department's Career Development Program; maintaining the department's training resource library; supervisor for the Field Training Evaluation Program; supervision of the Recruiting and Background Investigation Units; liaison with the Peace Officer's Standards and Training Board and the Civil Service Commission; Department Crisis Intervention Training (CIT) Coordinator.

March 2002 – December 2002 – Patrol Lieutenant, Operations Bureau

Duties included assigning and adjusting manpower to meet scheduling needs and calls for service with regard to minimum staffing requirements; developed sergeants through counseling and training programs; reviewed and trained sergeants in fulfilling the requirements of department policies and procedures.

February 2002 – March 2002 - Acting Section Commander – (Captain) Narcotics Section

Duties included planning, coordinating and directing enforcement programs aimed at combating prostitution, child pornography and illegal narcotics distribution; development and administration of a \$3 million operating budget.

September 2000 – February 2002 - Sergeant, Narcotics Section

Duties included planning, coordinating and directing enforcement programs aimed at combating prostitution, child pornography and illegal narcotics distribution; development and administration of a \$3 million operating budget.

While in this position, I reorganized and updated the Section's case management procedure; revised the Section's training schedule from yearly to quarterly training cycles; implemented new reporting requirements for tactical operations; supervised the Clandestine Laboratory Response Team.

January 2000 – September 2000 - Sergeant, Investigations Bureau/Fraud Unit

I supervised eight detectives and one civilian position. I was also responsible for the supervision, review and approval of investigations involving Fraud and Forgery. I also completed objective performance appraisals on all employees under my direct supervision.

October 1999 – January 2000 - Sergeant, Patrol Bureau

Performed duties of Acting Watch Commander during his/her absence; supervised 10 patrol officers during daily patrol activities; completed performance appraisals and developed officers through counseling and training programs.

October 1998 – October 1999 - Detective, Investigations Bureau – Sex Crimes Unit

Duties included investigation of juvenile non-family related and adult sexual assaults; monitoring pattern sexual assault related offenses including indecent exposure; working closely with the Victim Services Unit during investigations; preparing bulletins for dissemination to other bureaus of the department and other police agencies; completing criminal prosecution case filings for the district attorney's office and initiating affidavits for search and arrest warrants.

June 1998 – October 1998 - Detective, Investigations Bureau/Domestic Violence Unit

Served on the 18th Judicial District Domestic Violence Board; responsible for the investigation of crimes where parties were involved in an intimate relationship; completing criminal prosecution case filings for the district attorney's office and initiating affidavits for search and arrest warrants.

February 1997 – June 1998 - Detective, Investigations Bureau/Juvenile Unit

Duties included the investigation of crimes, other than burglary and auto theft, committed by juveniles; completing criminal prosecution case filings for the District Attorney's Office and initiating affidavits for search and arrest warrants; responsible for the investigation of offenses involving family relations such as child abuse, sexual assault or incest. Other duties and responsibilities included investigating cases involving runaways or missing children.

January 1995 – February 1997 - Investigator, Vice and Narcotics Section - Intelligence Unit

Duties included conducting undercover investigations, completing criminal prosecution case filings for the district attorney and U.S. Attorney's offices; successfully investigated several anti-government Militia groups; completing affidavits for search and arrest warrants. Other duties included investigating liquor establishments, conducting background investigations for liquor licenses; inspection, investigation, enforcement and case filings for Liquor Code violations; investigating cases involving illegal gambling operations, public corruption, bribery, illegal sale and distribution of liquor, tobacco and firearms; conducting background investigations for concealed weapons permit applicants, investigating subversive groups, and coordinating dignitary visits.

January 1994 – January 1995 - Field Training Officer, Patrol Bureau

Duties included daily evaluation, supervision, and training of probationary police officers.

October 1992 – January 1994 - Patrol Officer, Patrol Bureau

Duties included enforcement of all municipal, state and federal laws and enforcement of traffic violations; responding to calls of public concern to protect life, property and serving the citizens of Aurora.

Houston Police Department

August 1982 – August 1992 - Police Officer, Special Operations Bureau/Tactical Services Bureau

Duties included responding to calls for service in the downtown Central Business District; handling all major traffic control assignments; responding to all large-scale demonstrations, riots and SWAT calls; coordinating dignitary visits and security for the Mayor's Office.

FORMAL EDUCATION

UNIVERSITY OF PHOENIX, Aurora, Colorado

September 1998

Degree: Master of Arts – Organizational Management

UNIVERSITY OF PHOENIX, Aurora, Colorado

November 1996

Degree: Bachelor of Science – Business Administration

AWARDS

- April 2018 – Muslim/Police Advisory Board 2018 Leadership Award.
- October 2017 – Islamic Speaker's Bureau – Law Enforcement Professional of the Year.
- September 2015 – League of United Latin American Citizens (LULAC) – Community Service Award
- November 2015 – National Action Network – Civil Rights Leader of the Year Award
- April 2015 – Transforming Local Government – "Thomas H. Muelenbeck

Award for Excellence in Local Government Award." Peoria Police Department United Community Action Network (UCAN)

- May 2014 – City of Peoria - City Manager's Excellence Award for Diversity. I was presented this award for creating the United Community Action Network (UCAN)
- May 2014 – City of Peoria - City Manager's Award for Exemplary Leadership. I was presented this award for my work on the 2013 labor negotiations and my assistance with solidifying sound practices for future labor negotiations
- November 2014 – WestMarc 2014 "Best of the West – Quality of Life Award." Peoria Police Department United Community Action Network (UCAN)
- December 2014 – Workforce Magazine – "Optimas Silver Award for Community Partnership Award." Peoria Police Department United Community Action Network (UCAN)
- April 2008 - Police Executive Research Forum (PERF) - Gary P. Hayes Award. The Hayes Award honors the memory of the Police Executive Research Forum's first executive director, who helped lead a major wave of improvements in American policing. It is presented annually to "up-and-coming" law enforcement professionals whose character, record of leadership, and commitment to better policing embody the ideals to which Gary Hayes was committed.
- March 2004 - Aurora Police Department Chief's Commendation – for "outstanding and exemplary" academy training programs.

PROFESSIONAL MEMBERSHIPS/COMMITTEES

- International Association of Chiefs of Police – Community Policing Committee
- Immediate Past President of the West Valley Chiefs of Police Association
- Second Vice President of Arizona Association of Chiefs of Police
- Federal Law Enforcement Immigration Task Force member
- International City Management Association (ICMA)
- Society For Human Resource Management (SHRM)
- Arizona City/County Management Association (ACMA)
- Police Executive Research Forum (PERF)

- National Organization of Black Law Enforcement Executives (NOBLE)
- National Association for Civilian Oversight of Law Enforcement (NACOLE)
- Board Member – Institute for Law Enforcement Administration (ILEA)
- Board Member – Arizona Auto Theft Authority
- Board Member – Arizona Special Olympics Law Enforcement Torch Run
- Board Member – Arizona Muslim/Police Advisory Board
- North Peoria Rotary Club
- 2015 Super Bowl XLIX Executive Committee

PERSONAL DATA

Born: June 25, 1960

Married: Ramona Minter: two children