

Gordon S. Ramsay

EDUCATION

Master of Arts	Management, College of St. Scholastica 2004
Bachelor of Arts	Criminology and Sociology, University of Minnesota-Duluth 1994
FBI Academy	National Academy 2005 Session #222

EXPERIENCE

Chief of Police (2006 to present) Duluth Police Department

- 90,000 pop. City of First Class, 200 staff, \$25m budget

Significant accomplishments and projects

- Established COMPSTAT model for analyzing, tracking and reducing crime
 - Reduced part one crimes by 25% and part two crimes by 17%
 - Utilize data driven approaches for traffic safety/crash reduction
 - Established multiple crime analyst and crime intelligence positions to assist with intelligence lead policing efforts
- Established crime free multi-housing and excessive use/police services program
 - Reduced crime and calls for service to problem properties
- Alarm reduction program – reduced false alarms by 36%
- Reduce college party related calls by 69%
- Reduced incarceration rates for youth by 37% through community collaboration
- Initiated Police Activities League and other efforts with youth relations
- Improved perception of police with a 93% rating of fair, good or excellent 2014
- Quadrupled grant/contract revenue since 2006
- Implemented downtown camera surveillance
 - Obtained grants to fund 120 + cameras
- Added transit and housing officers-innovative approach with grants/contracts
- One of the first mid-size cities to fully implement body cameras
- Meet regularly with communities of color on criminal justice reform and C.O.P.
- Numerous local/international awards and recognition for community policing
- Built new \$19 million headquarters and \$5 million precinct station
- Co-located services with sheriff's department in new building
- Expanded use of volunteers in various areas of the department
- Implemented early intervention system for police officers
- Implemented and updated strategic departmental plans/six times over nine years
- Developed multi-disciplinary crisis intervention (mental health) training team

- Established citizen review board after seven years of community collaboration
- Established regional computer forensic task force with neighboring agencies
- Open records initiative to provide transparency and more public information
- Collaborated with community partners to establish family justice center
- Established Chief's advisory council consisting of line staff
- Established successful graffiti removal program and ordinance
- Established a successful police foundation
- Revamped off duty police hiring to ensure transparency and accountability
- Built strong social media presence
- Work with four different labor unions in strong labor environment
 - Reduced grievances through regular labor management meetings
 - Only one unresolved grievance since 2006 that went to arbitration
- Initiated officer injury reduction program
 - Reduced officer injuries to lowest levels ever in Duluth
 - Significantly lower than national average
- Initiated crime mapping and on-line incident reporting in 2007

Central District Commander (2005-2006) Duluth Police Department

- Lead policing activities in the busiest, most diverse, and populous district
- Reduced crime, strengthened police relationships with communities of color
- Command of Traffic Bureau and Special Event Unit
- Command of Crime Scene Unit

Training/Personnel Unit Leader (2004-2005) Duluth Police Department

- Oversaw implementation of new records management system
- Managed training and hiring
- Implemented/trained PTO for new officer training (served as train the trainer)
- Oversaw policy manual revision

Downtown Community Policing Sergeant (2000-2004) Duluth Police Department

Juvenile Investigator/School Resource Officer (1998-2000) Duluth Police Department

Police Officer (1996-1998) Duluth Police Department

Police Officer (1994-1996) Delafield, Wisconsin Police Department

Police Officer (1993-1994) Iron River, Wisconsin Police Department

Professional Involvement

University of Minnesota- Duluth Adjunct Instructor (2012 to present)

- Teach police and society class - focusing on community policing

Instructor Minnesota Chiefs of Police Association (2009 to present)

- Teach about leadership for new police chiefs and command staff

International Chiefs of Police Assoc. Mid-Sized Cities - General Chair (2010 to 2014)

Minnesota Chiefs of Police Association – President/Past President (2008 to present)

Legislative Co-Chair Minnesota Chiefs of Police Association (2009 to 2015)

Minnesota Violent Crimes Coordinating Council-Vice Chair (2011-2014)

Minnesota League of Cities-Improving Service Delivery Committee (2009-2012)

Minnesota Juvenile Detention Alternative Initiative Committee (2010-2012)

Guest lecturer at numerous local, state and national conferences

Publication

Building Attention to Witness Intimidation into Your Domestic Violence Policy

Co-Author The Police Chief Magazine(IACP) December 2014

Community Involvement

Boys and Girls Club - Board of Directors (2015 to present)

Safe Haven Shelter for Battered Women - Board of Directors (2004-2008)

Youth Mentor YMCA NYS (1997-1999 2005-2008)

Life House for Homeless Youth - Board of Directors (1998-2001)

Central Hillside Community Club - Board of Directors (1997-2000)

Professional Associations

Active member of International Association of Chiefs of Police

Active member of Police Executive Research Forum

Active member of North East Executive Law Enforcement Council

Active member of Minnesota Chiefs of Police

Active member of FBI National Academy Associates

Awards/Recognition

2011 PAVSA (Sexual Assault Advocate Group) Leadership Award

2011 Minnesota Chiefs of Police Legislative Leadership Award

2009 20 under 40 Duluth News-Tribune (young community leader award)

2007 UMD Distinguished Alumni Award

2001 Duluth City Employee of the Month (out of 950 employees)

1997 and 1998 Community Policing Award-Central Hillside Community Club

Family

Married Tracy (1997) daughter, Elizabeth (2007) and son, Ian (2010)

Jeffery L. Spivey

EDUCATION

Master of Science in Criminal Justice Leadership and Management (2011)

Sam Houston State University, Huntsville, Texas: GPA: 3.7

Bachelor of Applied Arts and Science (2007)

Midwestern State University, Wichita Falls, Texas: Summa cum Laude GPA: 4.0

PROFESSIONAL TRAINING

- FBI National Academy, Session 252 (2013)
- Motorola Six Sigma Green Belt (2013)
- Senior Management Institute for Police (2010)
- Texas Association of Public Employee Retirement Systems, Certified Trustee Program (2010)
- Law Enforcement Management Institute of Texas, Leadership Command College (2009)
- Master Peace Officer License (2003)
- Institute of Law Enforcement Administration, School of Police Supervision (2002)

PROFESSIONAL EXPERIENCE

Irving Police Department – Irving, TX – Assistant Chief of Police (2011-Present)

Command of the Administrative Services Bureau

Provide command responsibilities and oversee the Technical Services Division (Jail Section, 911 Communications Center, and Property and Evidence Section), the Personnel and Training Section, the Research and Development Section, and the Public Safety Information Technology Team. Oversee the preparation and administration of the departmental budget and capital improvement projects. Led technology acquisitions including; body-worn cameras, predictive policing software, facial recognition software, and new e-citation software. Established the Department's Fusion/Real-Time Intelligence Unit. Developed departmental training credo. Give presentations as required at the City Council Public Safety Committee meeting. Attend City Council work sessions and meetings as needed or on behalf of the Chief of Police. Participate in developing the Department's strategic plan and responsible for communicating that plan, the goals, and measures to the members of the appropriate divisions. Serving on the First Responder Strategic Advisory Group for the Texas Public Safety Broadband Program. Serve as the Chairman of the Safety Review Board. Serve as the Chairman for the Citizen's Training Advisory Board.

Command of the Operations Bureau

Provided command responsibilities and oversaw the three divisions that make up Field Operations; South Patrol, North Patrol, and Special Operations. Each of the divisions is commanded by a captain, and they account for two-thirds of our sworn strength. Led the bi-weekly Compstat meetings ensuring that commanders are developing and implementing strategies to address crime in their purview. Attended City Council work sessions and meetings as needed or on behalf of the Chief of Police. Participated in developing the Department's strategic plan and was responsible for communicating that plan, the goals, and measures to the

members of the appropriate divisions. Led the implementation of the Department's first patrol-based neighborhood policing team. Negotiated with the Salesmanship Club of Dallas a pay increase for police employees working the Byron Nelson Golf Tournament. Served as the Chairman of the Meritorious Conduct Board. Served on the City of Irving's Safety Review Board. Served as a member of the North Texas High Intensity Drug Trafficking Area (HIDTA) Board.

Irving Police Department – Irving, TX - Police Captain

(2008-2011)

Command of the South Patrol Division

Provided leadership and management for the patrol functions of 4 lieutenants, 10 sergeants, and 68 officers. Participated in Compstat to develop strategies necessary to address crime and crime trends. Met with neighborhood groups and attended National Night Out activities to develop and strengthen relationships between the department and citizens. Oversaw the duties of the administrative sergeant who is responsible for the mobile video system, and ordering all patrol related equipment, including the procurement of all police vehicles. Served as Chairman of the Pursuit Review Board responsible for reviewing yearly data related to police pursuits initiated or involving Irving Police personnel to determine if improvements in policy were needed and if current training, equipment, and policies were sufficient. Conducted a patrol personnel allocation study to determine if current patrol personnel strength is adequate and assigned to ensure effective and efficient use of available resources. Served as a member of the Meritorious Conduct Board.

Command of the Technical Services Division

Provided leadership and management to the Jail Section, which comprises 49 civilian staff members, who were responsible for the safe and efficient operation of the jail, with an average prisoner population of 70 and annual booking over 13,000 inmates. Maintained the relationship with Immigration and Customs Enforcement Agency and implemented the Secure Communities initiative. Provided leadership and management to 54 police communication personnel, who answered and placed an annual average of 600,000 phone calls, and dispatched over 160,000 calls for service. The Communications Section was awarded the Chief's Unit Award for 2009. Provided leadership and management to 7 property and evidence technicians who processed, stored, and released over 16,000 individual items of property and evidence yearly. Co-led the Property and Evidence Section through a Six Sigma process improvement review in which new processes for the intake, storage, and release of items were developed to create a more efficient means of inventory control. After this process was implemented, the Property and Evidence Section realized a net reduction of 18,747 items from inventory, even with an increase of 1.34% in items seized.

Irving Police Department – Irving, TX – Police Lieutenant

(2005-2008)

Criminal Investigations Division

Oversaw the Property Section, responsible for the supervision of 3 sergeants, 14 detectives, and 1 civilian clerk. Attended Compstat meetings to report on trends and developed strategies to investigate and apprehend suspects responsible for property crimes. Developed a proactive investigative unit that targeted known offenders, pawnshops, and high crime areas.

Patrol Division

Oversaw a patrol shift and provided for the supervision of 2 sergeants and 16 patrol officers. Directed their activities in conjunction with strategies developed from Compstat and ensured that the necessary resources were deployed appropriately to impact crime and the criminal element.

Jail Section

Provided supervision to 7 civilian detention supervisors and 36 civilian detention officers. Responsible for the safe and efficient operation of one of the largest municipal jails in the State of Texas. Conducted a personnel study that led to the addition of 6 detention personnel bringing the authorized strength of the section to 42 detention officers. Oversaw contracts with vendors in excess of \$1,000,000. Assisted in implementing a jail/inmate phone system. Conducted a study on booking procedures to develop strategies to enable patrol officers to return to service more expeditiously. Explored the pros and cons of the Immigration and Enforcement Program, 287g, and began the implementation of the Department's Criminal Alien Program (CAP). Led the front lobby remodel and construction project.

Irving Police Department – Irving, TX - Police Sergeant

(2001-2005)

Personnel Section

Provided direct supervision to and assisted the police officers responsible for conducting recruitment and the administration of hiring processes required by Chapter 143 of the Local Government Code; to include working with the City's Human Resource Department to schedule and administer testing for entry level employees, conduct interviews, background investigations, and scheduling of hiring boards. Assessed the feasibility and identified the value an attrition buffer would have to our current authorized personnel number to lessen the impact a vacancy creates between hiring and having a fully-functional police officer available.

Criminal Investigation Division

Provided direct supervision of investigators assigned to property and financial crimes. Provided direction and professional development as needed to aid in investigations. In the absence of the crimes against persons' sergeant, as necessary, supervised the investigations of shootings and major crimes. Supervised the auto pound and worked with the contract wrecker service to ensure adequate service in regards to the towing, storage, and release of vehicles impounded by the Department. Served as the Department's alarm ordinance manager working with vendors and citizens to educate and provide strategies to reduce the number of false alarms, ensure compliance with the ordinance, and proper administration of fees, fines, and collections.

Patrol Sergeant

Provided direct supervision of patrol officers in the field, reviewed reports and paperwork as required and directed patrol activities as needed to address crime and criminal activity.

Irving Police Department – Irving, TX - Police Officer

(1988-2001)

Served as a police officer in the Patrol Division, Criminal Investigations Division, and Narcotics Section, including a 3-year assignment with the Drug Enforcement Administration's multi-jurisdictional task force at Dallas\ Fort Worth International Airport. During the assignment with the DFW/DEA Task Force, interdicted illegal drugs and drug money as it traversed the country on commercial airlines. Seizures included 219 pounds of cocaine, 119 pounds of methamphetamine, 4,912 pounds of marijuana, 78 pounds of heroin and \$4,191,071 in U.S. Currency.

Co-led two high-profile murder investigations; the Mi-T-Fine Carwash murders and the capital murder investigation of Officer Aubrey Hawkins. These investigations led to convictions of the persons involved and ultimately death sentences for the 7 defendants.

CURRENT PROFESSIONAL ACTIVITIES

- Vice-Chairman, City of Irving Employees Supplemental Benefits Plan (2005-Present)
- Advisory Board Member, Irving Independent School District Criminal Justice Program (2009-Present)
- Instructor, Irving Police Department Citizen Police Academy (2009-Present)
- Instructor, Irving Police Department leadership and supervision training (2010-Present)
- Adjunct Professor, Brookhaven College/Jack E. Singley Academy's School of Law and Public Service (2014-Present)
- Member, International Association of Chiefs of Police (2013-Present)
- Member, First Responder Strategic Advisory Group, Texas Public Safety Broadband Program (2015-Present)
- Member, Leadership Command College Alumni Association (2010-Present)
- Member, Texas Police Officer Association (2003-Present)
- Associate Member, Police Executive Research Forum (2010-Present)

PREVIOUS PROFESSIONAL ACTIVITIES

- Presenter, FBI National Academy Associates National Conference, Seattle (2015)
- Consultant, Irving Independent School District Career and Technical Education Task Force, developed a nationally recognized School of Law and Public Service Curriculum (2013-2014)
- Chairman, Applicant Review Boards (2008-2011)
- Security Director, HP Byron Nelson Classic (2011)
- Assistant Commander, Irving Police Department security team for Super Bowl XLV (2010-2011)
- Mentor, City of Irving Leaders and Learners Program (2011)
- Member, City of Irving Communications Upgrade Committee (2009)
- Assistant Security Director, HP Byron Nelson Classic (2008)
- Commander, various events at Texas Stadium to include NFL games and concerts (2007-2008)
- Instructor, Multi-Jurisdictional Investigations (2002-2008)
- Presenter, Texas Seven investigation, International Association of Chiefs of Police Conference, Toronto Canada (2001)

AWARDS, RECOGNITIONS and SERVICE

- Section Representative, FBI National Academy Section 2 (2013)
- Irving Independent School District's Golden Apple Award (2012)
- WBAP Radio Local Hero (2003)
- Nominee, Irving Police Department Supervisor of the Year (2003)
- Nominee, Irving Police Department Officer of the Quarter and Officer of the Year (2001)
- Irving-Las Colinas Rotary Club's Outstanding Performance Award (2001)
- Drug Enforcement Administration Certificate of Appreciation (1999)
- Big Brother, Big Brothers and Big Sisters of Arlington (2011-Present)