

# JAMES JOHNSON

## POLICE CHIEF

LEVERAGING THE BADGE TO ISSUE IN A NEW ERA OF POLICING

Bellevue, NE ■ 555-555-5555 ■ jjohnson@gmail.com ■ www.linkedin.com/in/james-johnson

### COMMITTED TO MEANINGFUL DEPARTMENT REFORM & PROTECTION OF CITIZEN'S CIVIL RIGHTS

- ▶ ▶ ▶ **REPUTATION FOR PROMOTING FAIR AND EQUITABLE TREATMENT OF SUSPECTS, CHAMPIONING DE-ESCALATION TECHNIQUES, AND POSITIONING POLICE DEPARTMENTS AS COMMUNITY PARTNERS.**

Decorated Police Chief with a 20-year record of leading up to 230 officers in protecting and serving the public. Committed to department change, protection of citizen's civil rights, and progress in curtailing racial bias. Strategist who defines the department vision and aligns internal structure, roles, and activities to support mission. Optimize allocation of multi-million-dollar budgets to accommodate community policing needs, abundant and ongoing training, equipment, and community relations programs.

- **Zero tolerance for police brutality and racial inequality.** Launch rapid investigation and response to complaints. Facilitate justice for those damaged by police actions.
- **Strong stance on use of deadly force** for only the most critical situations with imminent threat of death.
- **Focus on developing police officer competencies** as a Certified Instructor in Threat & Risk Assessment, Conflict De-escalation, Countering Targeted Violence, and Crisis Intervention.
- **Thought leader with a history of educating industry leaders and university students across the country** through presentations on policing topics in local, regional, and national forums.

Leadership ■ Strategic Planning ■ Project Management ■ Community Engagement ■ Policies & Procedures ■ Budgets  
Program Development ■ Law Enforcement Training ■ Performance Management ■ Policy Development ■ Security  
Crisis Management ■ Conflict Management ■ Incident Response ■ Emergency Management ■ Public Speaking

## SUCCESS IN DRIVING CHANGE

**Ralston Police Department – Ralston, NE**

2000 – Present

**POLICE CHIEF** (2015 – Present) | Department of 230 officers

**TRAINING COORDINATOR, LAW ENFORCEMENT CRISIS INTERVENTION** (2012 – Present)

**TRAINING COORDINATOR, PROFESSIONAL STANDARDS DIVISION** (2010 – 2016)

### *Community Relations*

- **Strengthened alignment of operations with community needs** by instituting Citizen Perception Crime Surveys and applying data to determine services, resource deployment, and officer assignments.
- **Enriched community relations** by re-establishing Community Policing Unit and assigning dedicated officers to high-crime areas.
- **Enhanced communication between police and faith-based community** by introducing Chaplaincy program.

### *Officer Training & Development*

- **Diminished officer errors and galvanized performance while facilitating identification of training needs.** Instituted body-worn cameras and pioneered software product that uses footage to measure police officer performance and consistency and determine remedial action and agency training needs.
- **Eliminated error repetition and minimized stress levels following critical incidents.** Instituted lessons learned log using data from after-action reports and leveraged to provide agency-wide training.
- **Upgraded officer capabilities in advanced investigative skills and gained \$40K in one year in revenue from joint investigations** by assigning officers to DEA, FBI National Academy, and Homicide Task Force.
- **Slashed number of officer injuries during arrests by 100%** by composing handcuffing course for technique using no series, kicks, or joint manipulation; adopted statewide and by PMA Companies.
- **Advanced agency training program** by creating calendar of annual training events and training catalog for each job type and appointing Lead Field Training Officer, Permanent Firearms Rangemaster, and Administrative Aid.

## James Johnson ■ Director of Police & Public Safety

### *Mental Health of Officers & Dispatchers*

- **Alleviated long-lasting effects of incident response trauma on dispatchers and officers** by enacting mandatory use of employee assistance program (EAP) following critical incidents.

### *Operational Leadership*

- **Unified agency direction** by rewriting mission statement. Identified agency-wide goals, aligned objectives and action plans of all divisions, redefined metrics, and measured through quarterly meetings.
- **Reigned in patrol division's burgeoning budget and cut overtime in half.** Established minimum staffing standards, identified incidents requiring overtime, and charged Division Commander with accountability.
- **Improved coordination for critical incidents.** Inaugurated a Real-Time Crime Center, a stationary incident command post.
- **Facilitated maintenance of city government operations during disasters** by heading \$5M project to build Disaster Recovery Center. Established co-op site, additional dispatch center, and work stations for city and FEMA personnel.

Early career at Ralston PD: **Police Captain** (2013 – 2015); **Police Lieutenant** (2010 – 2013); **Lieutenant, SWAT Commander** (2005 – 2013); **Police Sergeant** (2005 – 2010); **Police Detective** (2004 – 2005); **Police Officer** (2000 – 2004)

## EDUCATION

**Certificate, Public Safety Liability Mitigation** ■ *Nebraska Law Enforcement Training Center – Grand Island, NE*  
**Graduate** ■ *Lincoln Police Academy – Lincoln NE*

## CERTIFICATIONS

Certified Public Manager (CPM) ■ Emergency Psychological Technician ■ S.W.A.T. Supervision & Management Instructor  
Conflict De-escalation Instructor ■ Hostage Negotiator ■ Threat & Risk Assessment ■ Crisis Intervention Instructor  
Countering Targeted Violence Instructor ■ Intelligence-Led Policing Instructor ■ Chemical Munitions Instructor

## PUBLIC SPEAKING

**Risk Management & Organizational Transformation** ■ *States' Joint Boards & Committees Meeting – Lincoln, NE* 2019  
**Police Culture and Effect on Community Relations** ■ *University of Nebraska – Omaha, NE* 2019  
**Verbal De-escalation in Responding to Mental Health Crisis** ■ *Douglas Co. Sheriff Dept. – Omaha, NE* 2018  
**Importance of Diversity in Policing** ■ *Colfax County Sheriff's Department – Schuyler, NE* 2018  
**Affects of Trauma on First Responders** ■ *Creighton University – Omaha, NE* 2018  
**Identifying & Correcting Police Officer Behavior to Reduce Financial Loss to Municipality** ■ *Nebraska Municipal Managers Association Conference – Omaha, NE* 2017  
**Utilizing Body Worn Cameras as an Early Warning System & Performance Management Tool** ■ *National Conference, National Black Law Enforcement Executives (NOBLE) – Atlanta, GA* 2017  
**Approach to Reducing Gun Violence in Los Angeles** ■ *Master Series of Distinguished Leaders – Atlanta, GA* 2016

## HONORS & AWARDS

**Joint Legislative Resolution** ■ *State of Nebraska Senate & General Assembly* 2018  
**Community Service Award** ■ *Centennial Lodge #326* 2017  
**Service Award** ■ *COP 2 COP* 2017  
**Service Award** ■ *National Alliance on Mental Illness (NAMI)* 2015

## PROFESSIONAL ASSOCIATIONS

National Organization of Black Law Enforcement Executives  
International Association of Chiefs of Police  
Nebraska State Association of Chiefs of Police  
National Field Trainers Officers Association  
National Tactical Officers Association

In the wake of the recent demand for police reform, James is interested in effecting change within police departments needing new leadership to reduce use-of-force incidents and restore the trust of the public. I focused his resume around his department leadership and change achievements and championship of proper threat assessment, de-escalation, and relationship-building in the community to position him as a thought leader and expert in police reform. Those themes are further supported by his experience as a police instructor, as well as his certifications, honors, and public speaking on related topics at local, regional, and national meetings.