

KERRY A. THOMAS, M.A.

3545 Broad street suite 80951 ♦ Atlanta, Georgia 30366 ♦ 912-844-8600 ♦ kerrythms@gmail.com

Forward-thinking **Executive Law Enforcement Manager** that embraces the philosophy of community engagement.

PROFESSIONAL EXPERIENCE

CHAMBLEE POLICE DEPARTMENT

Chamblee, Georgia

Chief of Police

November 2018 - Present

- ♦ Performs professional administrative and supervisory law enforcement work in managing and overseeing all operations of the Police Department.
- ♦ Plans, organizes, and manages Police Department functions; administers budget and operations. Supervises, directs, and evaluates assigned staff. Handles employee concerns and problems, directing work, motivating, counseling, disciplining, and completing performance evaluations.
- ♦ Conducts meetings with Officers, supervisors, and entire department to explain goals and objectives, and discuss problems; chairs weekly and quarterly meetings with staff to evaluate past performance and provide direction.
- ♦ Meets with individuals, civic groups, businesses, City Council, attorneys, or Court officials to answer questions, respond to complaints, and promote a positive public image.
- ♦ Anticipates and plans for short- and long-range needs of the Police Department by studying crime trends, community needs, and City objectives.
- ♦ Provides advise to City Manager and City Council regarding new ordinances, changes needed, or other issues related to law enforcement or homeland security.

SAVANNAH POLICE DEPARTMENT

Savannah, Georgia

Field Operations

Assistant Chief of Police

October 2017 – November 2018

- ♦ Accountable for:
 - Criminal Investigations division, including Special Victims and Homicide units.
 - Patrol division, encompassing four precincts and its strategies of addressing crime issues and community engagements.
 - Savannah Area Regional Intelligence Center (SARIC)
 - Special Investigative Unit (SIU), including outputs of gun investigation team and gang, drug investigative, and violent crime task force units.
- ♦ Oversee collaborations and partnerships of staff assigned to federal and state enforcement agencies.
- ♦ Recommend selection, promotion, discharge, and dismissal of officers and civilian personnel.

- ◆ Consult with City administration and other officials as needed to review department operations/activities, review/resolve problems, receive advice/direction, and provide recommendations; report all major incidents to City administration; make presentations to Mayor and City Council.
- ◆ Review and administer appropriate disciplinary action to personnel in violation of city or departmental policies.
- ◆ Develop and implement departmental budget; monitor expenditures to ensure compliance with approved budget; coordinate with division staff members regarding division budgets; prepare projected capital expenditure requests; approve expenditures in compliance with approved budget; seek and apply for grants.
- ◆ Create long- and short-term goals, plans, and objectives for the department; research, assess, and meet current and future community law enforcement needs through workforce deployment, equipment use, and community relations programs.

Patrol Division Commander

Major of Police

2016 - 2017

- ◆ Managed functions and activities of a division and/or group of varied and complex units.
- ◆ Guided staff to achieve established goals and objectives; planned, directed, and evaluated operation of assigned areas; assisted in budget preparation, staffing plans, and personnel selection; directed preparation and maintenance of records, and other related duties.
- ◆ Organized, prioritized, and assigned work; consulted with assigned staff to assist with complex/problem situations and provided technical expertise; provided progress and activity reports to management; assisted with the revision of procedure manuals as appropriate.

Chatham-Savannah Counter Narcotics Team CNT

Deputy Director

2011 - 2016

- ◆ Directed supervision and control, subject to the orders of the Commander, over all agents and civilian employees assigned to the CNT.
- ◆ Insured each CNT member performed duties properly and efficiently.
- ◆ Managed Major Case and Intelligence Divisions.
- ◆ Established written administrative instructions for guidance of all divisions.
- ◆ Responsible for the efficiency, discipline, and morale of assigned personnel.

West Chatham, Southside, and Downtown Precinct Commander

Captain of Police

2008 - 2011

- ◆ Managed day-to-day operations of assigned precinct:
 - Monitored reported incidents of criminal activity and disorder in assigned areas.
 - Responded to and investigated complaints from citizens.

- Coordinated resources and activities with other divisions and requested special analysis as needed.
- Ensured coordinated SCMPD response to critical incidents and provided information and analysis to subordinates for planning and deployment of resources,
- Distributed and discussed precinct strategic plan, goals, and objectives; reviewed department policies, procedures, and general orders,
- ensured the availability of adequate and effective equipment for employees, reviewed documents for completeness and accuracy, and prepared reports on precinct productivity and successes.
- ◆ Supervised and evaluated assigned staff, handled employee concerns, counseled and disciplined staff, completed employee performance appraisals, recruited, appointed, and trained staff.

- ◆ Interacted with neighborhood and business leaders to respond to concerns not directly related to criminal activity; coordinated service delivery and operational response with city and county bureaus; prepared written correspondence in advance of or in response to specific issues; interacted with media as needed, initiated reviews, and approved purchases and expenditures.
- ◆ Evaluated criminal trends and patterns; facilitated policy adjustments; coordinated precinct actions with other precincts, divisions, and agencies.
- ◆ Provided direction regarding crime patterns, enforcement activities, and personnel issues.
- ◆ Assisted in development of department goals and objectives to include short- and long-term plans; assisted in development of department rules and regulations.

Afternoon Commander

Captain of Police

2009 - 2010

- ◆ Responded to calls for service; investigated and created reports of criminal activity; interviewed witnesses; requested supplementary police services; testified in court; and provided verbal and written testimony.
- ◆ Evaluated criminal trends and patterns; facilitated policy adjustments; coordinated precinct actions with other precincts, divisions, and agencies.
- ◆ Supervised, directed, and evaluated assigned staff: developed and managed employee work schedules to ensure adequate coverage and control; compiled and reviewed timesheets; approved/processed employee concerns and counseled or disciplined as appropriate; assisted with or completed employee performance appraisals; directed work; acted as liaison between employees and management; and trained staff in operations, policies, and procedures.

Forensic Commander

Lieutenant

January 2008 - July 2008

- ◆ Managed day-to-day operation of the forensic unit.

- ♦ Researched new technology, best practices, and up-to-date training.
- ♦ Responded to and managed serious crime scenes.
- ♦ Oversaw quality output and performance of forensic unit.

Support Services Division Units Commander

Lieutenant of Police

2005 - 2008

- ♦ Managed day-to-day operations and personnel of the Quartermasters, Property and Evidence, Budget, Personnel, Fleet management, and Recruitment units.
- ♦ Conducted all investigations where claims were filed against the City for payment or reimbursement.

Patrol Lieutenant

2003 - 2005

- ♦ Performed duties of a patrol lieutenant Watch Commander while assigned to afternoon shift.
- ♦ Assigned as Weed and Seed lieutenant and PAL Vice President.

Patrol Sergeant

1998 - 2003

- ♦ Supervised nine to twelve patrol officers.
- ♦ Created shift manpower reports, ensured compliance with departmental policies, conducted inspections of personnel and equipment, conducted internal and external personnel complaint investigations, and performed duties of an administrative sergeant for the precinct.
- ♦ Assigned as Weed and Seed sergeant and liaison for the Savannah Police Department. Coordinated law enforcement effort for federally identified areas and compiled detailed reports to demonstrate compliance with federal grant-sponsored requirements.
- ♦ Assigned as Coordinator of SCAN (Savannah-Chatham Alert Network) for the police department. Made presentations to neighborhood/community meetings, law enforcement conferences, command staff, and other stakeholders.
- ♦ Served as advisor for department's Youth Explorer group. Mentored, educated, coached, and guided young adults in life skills, police skills, and good citizenship.

Criminal Investigator

1993 - 1998

- ♦ Conducted criminal investigations to identify suspects who committed crimes against person and/or property.
- ♦ Investigated property crimes, auto thefts, robberies, violent crimes, and homicides.

Certified Forensic Technician/Latent Examiner

1989 - 1993

- ◆ Processed crime scenes for evidence and documentation.
- ◆ Examined latent fingerprints to match to suspects for criminal apprehension and prosecution.
- ◆ Testified and represented department as a subject matter expert on the subject of latent fingerprint identification.

Patrol Officer

1988 - 1989

- ◆ Responded to calls for service; problem solved community issues; engaged law violators.
- ◆ Interacted with judicial system for case preparation and prosecution.
- ◆ Provided court testimony.

MILITARY EXPERIENCE

Georgia Army National Guard

Savannah, Georgia

Battalion Support

1987 - 1990

Responsible for logistics.

United States Army

Germany and The United States

Armor Crewman Specialist

1984 - 1987

- ◆ Commanded tank in gunnery and field maneuvers
- ◆ Received honorable discharge and numerous awards and commendations.

EDUCATION

MASTER OF ARTS - Public Safety Administration
Columbus State University, Columbus, Georgia - 2016

MASTER OF ARTS – Business and Organization Security Management
Webster University, Hinesville, Georgia - 2012

DEA DRUG UNIT COMMANDER ACADEMY – Certificate
Quantico, Virginia - 2012

BACHELOR OF ARTS – Criminal Justice with a Specialization in Homeland Security
Saint Leo University, Savannah, Georgia - 2010

POLICE EXECUTIVE RESEARCH FORUM (PERF) SENIOR MANAGEMENT INSTITUTE FOR POLICE (SMIP) -
Certificate
Boston, Massachusetts - 2007

ADDITIONAL TRAINING

GEORGIA ASSOCIATION OF CHIEFS OF POLICE – Chief Executive Training Class
Duluth, Georgia - Completed April 2018

GEORGIA FBI-LEEDS
Atlanta, Georgia - 2017

FBI-LEEDA – Trilogy Award Recipient
Savannah, Georgia - 2016

CERTIFICATIONS

Certified Forensic Technician/Latent Examiner (Georgia)
Georgia Crisis Intervention Team

PROFESSIONAL AFFILIATIONS

Georgia Association of Chiefs of Police	2013 - Present
International Association of Chiefs of Police	2014 - Present
FBI-LEEDA	2015 - Present
Police Executive Research Forum (PERF)	2015 - Present
National Organization of Black Law Enforcement Executives	2016 - Present

ASSOCIATIONS

Prince Hall Masons Hilton Lodge #2	2002 - Present
PHA Shriners of Savannah, Omar Temple #21	2003 - Present

AWARDS AND RECOGNITION

CERTIFICATE OF SPECIAL CONGRESSIONAL RECOGNITION FEBRUARY 27, 2020
In honor and recognition for outstanding and invaluable service to the community.

THE SAVANNAH-CHATHAM METROPOLITAN POLICE DEPARTMENT
Chief's Award of Excellence - March 2017

In honor and recognition for

- ◆ Applying intelligence-led policing principles and practices to the patrol environment;
- ◆ Demonstrating courage to confront issues head on
- ◆ Establishing a more responsive patrol operation division
- ◆ Reducing the crime rate