

[REDACTED] [REDACTED]

Michael W. Rallings

OBJECTIVE To secure the position of Director of Police Services for the Memphis Police Department, Memphis, TN

EXPERIENCE

2016 to Present **Memphis Police Department, Memphis, TN**

Interim Director of Police Services - Director

Appointed to Interim Director on February 1, 2016. Effectively led and managed the men and women of the Memphis Police Department through some its most challenging times in recent history, from investigation of three fatal officer involved shootings, to the line of duty death investigation of veteran MPD Officer Verdell Smith. Despite drastic reduction in staffing levels, used data driven methods and Blue Crush to continue crime reduction efforts by (-) 6.73% month to date, (-) 0.33% year to date, and (-) 35.42% over the (2006-2016) trend. Worked with City of Memphis Human Resources to ensure promotional process were well executed. Managed budget of over \$250,000,000, staff of 2013 commissioned police officers, and 352 civilians.

Worked closely with Mayor Jim Strickland and his Senior Leadership Team during successful contract negotiations and FY17 budget adoption. Communicates well with key community stake holders, media, youth, clergy, and business community. Worked with the Tennessee Bureau of Investigation to establish procedures for the investigation of fatal officer involved shootings. Works well with local, state, and federal law enforcement partners. Served on numerous boards and committees. Member of Joint Terrorism Task Force (JTTF). Maintained a Homicide Bureau clearance rate of 80%, despite record rate of homicides.

Restructured the MPD command staff after the retirement of four experienced personnel. Restructured the Multi-Agency Gang Unit and Organized Crime Unit to combat the rise in street level violent crime and gang activity. Dedicated to community policing and community outreach. Skilled in Policy and Procedure Development, Employee Relations, Contract Negotiations, EEO and Labor Relations, Arbitrations, Purchasing, Human Resources, Employee Development, Safety, Leadership, Training, Management, Special Events, Crowd Management, Emergency Operations, WMD, Anti-Terrorism, Investigations, Home Land Security.

2011- 2016 **Memphis Police Department** **Memphis, TN**

Deputy Chief of Uniform Patrol District I – Deputy Chief

Commanded Uniform Patrol District I, April 22, 2011 – January 31, 2016.

Managed four (4) Uniform Patrol Stations with over 600 officers assigned. Key leader and manager of 2014 MPD 'Blue Flu Epidemic', where almost 600 employees called off sick. Set up structure for timely manpower and staffing reports, which assured all stations, were adequately staffed. Key trainer and leader during very successful, 2013 Memphis KKK Rally. Managed Station realignment and restructuring which included the relocation of General Investigative Bureaus from Police Headquarters to the nine neighborhood stations. Organized and conducted first MPD Command College. Member of FBI Joint Terrorism Task Force (JTTF). In wake of Boston Marathon Bombing, set up procedure to send over 300 MPD officers to Incident Response to Terrorist Bombing, Federally Sponsored and funded (WMD) training in Socorro, NM. Managed annual budget of over \$125,000,000.

2011- 2011 Memphis Police Department Memphis, TN

Deputy Chief of Special Operations – Deputy Chief

Commanded the Special Operations Division February 12, 2011 – April 22, 2011, which consisted of Air Support, Harbor Patrol, Mounted Patrol, Canine Unit, Police Reservesn Special Events, Officers in Schools, City Courts, , Wrecker Coordinator, DUI Unit, Traffic Division, and Tactical Unit (SWAT). FBI Virtual Academy Training Manager and Leadership Committee Chairman. Conducted leadership training for Executives, and Field Supervisors during annual In-Service Training. Member of Tennessee Host Committee for 20th Annual FBI LEEDA Conference, Nashville, TN. Managed annual budget of over \$25,500,000.

2010 - 2010 Memphis Police Department Memphis, TN

Deputy Chief of Uniform Patrol District I & II – Deputy Chief

Commanded Uniform Patrol Division I & Division II August 20, 2010 - September 20, 2010 due to sudden retirement of District I Deputy Chief.

2009 – 2009 Memphis Police Department Memphis, TN

Deputy Chief of Uniform Patrol District II – Deputy Chief

Commanded Uniform Patrol Division District II, September 14, 2009 – February 12, 2011. Managed five Uniform Patrol Stations, Entertainment District Unit, and Regional Medical Center Police Holding Unit with over 800 officers assigned. Contributed to crime reduction of over six percent. Drafted policy and conducted Annual In-Service and Specialized Training. Managed annual budget of over \$125,000.000.

2009 – 2009 Memphis Police Department Memphis, TN

Mt Moriah Station Commander – Colonel

Commanded the Mt Moriah Station May 2009 – September 14, 2009. Supervised all Uniform Patrol Operations in the station representing the second highest call volume, and second highest population of over 97,000 residences in the City of Memphis. Responsible for a crime reduction of over 11% compared to 2007. Promoted to Deputy Chief on September 14, 2009.

2008 – 2009

Memphis Police Department Memphis, TN

Training Academy Commander – Major

Managed MPD's In-Service Training, Specialized Training, Basic Recruit Training, and Regional Recruit Training. Managed annual Academy budget of over \$ 8,000,000. Hosted more academy classes than any previous Training Commander. Served as Awards Committee Chairman, Background Review Board Chairman, and Memphis Tomorrow MPD Task Force Sub-Committee Chairman. Implemented Recruit ASP Baton and Recruit Ground Fighting and Uniform Patrol ASP Baton transition, also responsible for installation of Patrol Rifle racks in squad cars and station equipment rooms. Drafted Retired Officer Handgun Policy, supervised Police Officer hiring transition to City of Memphis Human Resources Division, and implemented new security measures for In-Service and Recruit academic testing. Procured new video editing system for DVD editing and production. Promoted to the rank of Colonel, May 2009.

2005 – 2008

Memphis Police Department Memphis, TN

Firearms Training Unit Commander - Lieutenant

Managed MPD officer's pistol and shotgun qualifications, use of force training, less-lethal munitions training, civil disturbance training, and all other firearms related training. Restructured firearms training to improve officer survival and performance. Coordinated outside training with military and civilian instructors to increase trainer's knowledge and awareness. Implemented Patrol Rifle Program for select officers and handgun transition of over 2000 MPD officers to the SiGARMS P229R. Managed annual budget of over one million dollars and recovered over \$200,000 in revenue from gun sales and range rental fees.

2005 – 2007

Fed Ex Forum

Memphis, TN

MPD Secondary Employment – Lieutenant

Employed by HOOPS L.P. to provide uniformed security for Fed Ex Forum, during Memphis Grizzlies Professional basketball team games.

2004 – 2005

Memphis Police Department Memphis, TN

Entertainment District Unit – Lieutenant

Supervised thirty eight patrol officers assigned to EDU. Responsible for delivery of all basic police services and special details within the Downtown precinct, especially Beale Street and within the Entertainment District.

2001 – 2004

Memphis Police Department Memphis, TN

Firearms Training Unit Commander - Lieutenant

Supervised officer's pistol and shotgun qualifications, use of force, less-lethal munitions, civil disturbance, and all other firearms related training. Restructured firearms training to improve officer survival and performance. Coordinated outside training with military and civilian instructors to increase trainer's knowledge and awareness. Supervised 1.3 million dollar expansion and renovation to the Firearms Training Unit Facility. Managed annual budget of over \$600,000.

2000 – 2001 Memphis Police Department Memphis, TN

Investigative Services Division – Sergeant

Assigned to Fraud and Document Bureau, Investigated fraud, identity theft, and forgery cases, resulting in numerous arrest and convictions. Temporarily assigned to Felony Response Bureau. Investigated violent personal crimes to include rapes, assaults, homicides, and robberies. Temporarily assigned to General Assignment Bureau. Investigated misdemeanor crimes to include simple assault, theft, harassment, and vandalism.

1995 – 2000 Memphis Police Department Memphis, TN

Firearms Training Unit Instructor – Sergeant

Assigned as Chief Firearms Instructor, conducted all firearms training pistol and shotgun qualifications, use of force, less-lethal munitions, civil disturbance, and all other firearms related training. Established strict qualification guidelines, combat pistol shooting, and buddy-team movement. Purchased home in the City of Memphis Officer Next Door Program, worked in neighborhood to enhance community rel

1994 – 1995 Memphis Police Department Memphis, TN

Uniform Patrol Division – Patrolman

Assigned to Uniform Patrol Division / Drug Task Force, South Precinct. Responsible for delivery of all basic police services and special details. Tutored trouble teens in local after school program.

1993 – 1994 Memphis Police Department Memphis, TN

Organized Crime Unit – Patrolman

Assigned as undercover agent, specializing in undercover drug buys, prepared state reports for secret indictments, conducted raids on drug houses, and apprehended drug felons, trained new undercover agents.

1991-1993 Memphis Police Department Memphis, TN

Uniform Patrol Division – Patrolman

Assigned to Uniform Patrol Division / Drug Task Force, South, East, Central, and North Precincts. Responsible for delivery of all basic police services and special details. Selected as South Precinct Officer of the Month for apprehension of several business armed robbers.

1990-1991 Memphis Police Department Memphis, TN

Organized Crime Unit – Patrolman

Assigned as undercover agent, specializing in undercover drug buys, prepared state reports for secret indictments, conducted raids on drug houses, and apprehended drug felons.

EDUCATION

Graduate of FBI National Academy, Session 227, FBI Academy, Quantico, VA, 2006

University of Virginia, Criminal Justice Education, seventeen hour certificate, Quantico, VA, 2006

Shelby State Community College – Memphis, TN,
Graduated Magna Cum Laude- Associate of Science Degree, 1994

Memphis City Schools, Wooddale High School, Memphis, TN, Graduate, 1984

HONORS & AWARDS

- 2016 - Individual Winner or 14th Annual Guard and Reserve Pistol Tournament, (44) competitors
- 2015 - Individual Winner or 13th Annual Guard and Reserve Pistol Tournament, (50) competitors
- 2014 - Individual Winner or 12th Annual Guard and Reserve Pistol Tournament, (40) competitors
- 2014 – NRA National Police Shooting Championship – Police Combat match - Presidents 100 Award, 1st Place Marksman Stock Service Revolver Championship
- 2013 - Individual Winner or 11th Annual Guard and Reserve Pistol Tournament, (43) competitors
- 2012 - 2nd Place Individual Winner or 10th Annual Guard and Reserve Pistol Tournament, (62) competitors
- 2011 - Individual Winner or 9th Annual Guard and Reserve Pistol Tournament, (67) competitors
- 2009 - MPD Pistol Team Captain and Coach
- 2009 - Individual Winner, Guard & Reserve Pistol Tournament, Memphis, TN
- 2008 - MPD Leadership Committee Chairman
- 2008 - Memphis Tomorrow Recruitment & Retention Task Force Subcommittee Chairman
- 2008 - TLEOA High Shooter Award, Nashville, TN
- 2008 - NRA PPC Championship, High 4 Officer Revolver Team, Memphis, TN
- 2007 - FBI Virtual Academy Training Manager
- 2006 – NRA PPC Regional Championship, 4 Officer Semi-Automatic Winning Team, Memphis, TN
- 2006 - Overall Match Winner, T.L.E.O.A. Annual Convention Police
- 2006 - Coach and Member of 4-Man winning Team, Guard and Reserve Rifle Tournament, Memphis, TN
- 2006 - Individual Winner, 300-Yard Slow Fire, Guard and Reserve Rifle Tournament, Memphis, TN
- 2005 - Individual Winner, Guard and Reserve Pistol Tournament, Memphis, TN
- 2005 - NRA PPC Regional Championship, 4 Officer Semi -Automatic Winning Team, Memphis, TN
- 2004 - Equaled NRA PPC Championship National Match Record, Memphis, TN
- 2004 - NRA PPC Regional Championship, 4 Officer Revolver Winning Team, Memphis, TN

- 2004 - NRA PPC Regional Championship, 4 Officer Semi-Automatic Winning Team, Memphis, TN
- 2004 - Top Gun Award, International Police and Fire Games, (3) Gold & (2) Silver Medals, Las Vegas, Nevada
- 2004 - Range Master, Winter Indoor Championship, Professional Class Match Winner, Memphis, TN
- 2004 - Law Enforcement & Community Safety Committee, Training Sub-Committee Chairman
- 2003 - NRA PPC Regional Championship, 4 Officer Revolver Winning Team, Memphis, TN
- 2003 - Selected as Deputy Range Director, 2003 National Police Shooting Championship, Jackson, MS
- 2003 - Individual Winner, Guard and Reserve Pistol Tournament, Memphis, TN
- 2002 - Memphis Police Department Sports Hall of Fame Inductee, NRA Police Pistol Combat Shooting
- 2002 - NRA PPC Regional Championship, 4 Officer Semi-Automatic Winning Team, Memphis, TN
- 2002 - NRA PPC Regional Championship, 4 Officer Revolver Winning Team, Memphis, TN
- 2001 - Member of 4-Man Winning Team, MPD Regional PPC Match
- 2001 - National Police Shooting Championship, 4-Man Semi-Automatic pistol team match, 1st Place High Master
- 2000 - Distinguished Semi-Automatic Winner, T.L.E.O.A Annual Convention Police Pistol Combat Match, Memphis, TN
- 2000 - Member of 4-Man Winning Team, T.L.E.O.A Annual Convention Police Pistol Combat Match, Memphis, TN
- 1999 - Member of 4-Man Winning Team, Tennessee State Championship
- 1999 - Mayor W.W. Herenton Certificate of Recognition
- 1995 - South Precinct Officer of the Month
- 1995 - Nationally Recognized Competitive Pistol Shooter - MPD Pistol Team
- 1993 - Inducted into Phi Theta Kappa International Honor Society
- 1989 - 3291 USARF School Junior Enlisted Soldier of the Year
- 1986 - Expert Infantryman Badge and Numerous other Military Awards and Decorations
- 1984 - Distinguished Honor Graduate - U.S. Army Infantry School Cycle D - 6 -1 47 - 87

NRA PPC Honorary Clubs and Awards

- 2008 - NRA Tennessee State Postal Team, Memphis, TN 2009
- 1998 - NRA Distinguished Auto Expert # 144
- 1998 - TPCA, Tennessee Distinguished Semi-Automatic Expert # 11
- 1996 - NRA New Shooters Award
- 1997 - NRA Distinguished Revolver Expert # 600
- 1996 - Tennessee Distinguished Revolver Expert # 36
- 1996 - NRA 1480 Club
- 1995 - State of Tennessee, Governors Top 20 Shooters Award

MILITARY EXPERIENCE

2007 – 2014 United States Army Reserves Millington, TN

C CO 3/398 Basic Combat Training – First Sergeant

Served as BN rear detachment NCO from June 2013 – May 2014, retired with 30.5 years on service on May 2014. Served as First Sergeant of a Basic Combat Training Company in the 95th (IT) Training Division. Responsible for the health, welfare, morale, training, administration and supervision of all enlisted personnel. Responsible for the mentoring and professional development of all NCOs, and entry and graduation from US Army Drill Sergeant School. Support the unit commander and chain of command in all unit operations.

2004 – 2007 United States Army Reserves Millington, TN

A CO 3/398 Basic Combat Training – First Sergeant

Serve as First Sergeant of a Basic Combat Training Company in the 100th (IT) Training Division. Responsible for the health, welfare, morale, training, administration and supervision of all enlisted personnel. Responsible for the mentoring and professional development of all NCOs. Support the unit commander and chain of command all unit operations. Supervised the Basic Rifle Marksmanship training of 1937 ROTC Cadets during Warrior Forge 2005.

2002 – 2004 United States Army Reserves Millington, TN

E CO 4/398 Basic Combat Training – First Sergeant

Serves as First Sergeant of a Basic Combat Training Company in the 100th (IT) Training Division. Responsible for the health, welfare, morale, training, administration and supervision of all enlisted personnel. Responsible for the mentoring and professional development of all NCOs. Supervised Basic Combat Training of up to 240 soldiers and 18 NCOs during Annual Training at Fort Knox, KY. Support the unit commander and chain of command all unit operations.

1996 – 2002 United States Army Reserves Nashville, TN

2/100 Military Police Battalion – Master Sergeant

Taught Basic Military Police Course to Army reserve and National Guard Soldiers. Received numerous awards and decorations, greatly contributed to Battalion's accreditation during AT 2001. Graduated from United States Army Military Police School's Force Protection Unit Advisors Course and advised reserve units in force protection. Special Duty assignment as Platoon Sergeant to 268th Military Police Company, Tennessee Army National Guard, Ripley, TN

1988 – 1996 United States Army Reserves Memphis, TN

3291 USARF School – Staff Sergeant

Instructed Army Reserve and National Guard Soldiers in leadership development, resource management, physical fitness, communications, weapons usage, and Basic Infantry Tactics, while teaching Primary Leadership Development Course, Basic Noncommissioned Officers Course and the Advanced Noncommissioned Officers Course. Ordered

to active duty in support of Operation Desert Shield / Desert Storm while serving as Basic Infantry Tactics Instructor, Ft. Benning, GA, 1991

1986 – 1988 United States Army Baumholder, Germany

B Co 1/39 Infantry Mechanized – Sergeant

Assigned to 2nd Brigade , Eight Infantry Division as Infantry Squad Leader. Supervised and trained eight-man squad, accountable for equipment worth over one million dollars.

1984 – 1986 United States Army Ft Lewis, WA

Headquarters and Headquarters Company 3rd Brigade - Sergeant

Assigned to, brigade radiotelephone operator. Operated secret communications equipment, rifleman, and brigade commander's driver. Distinguish Honor Graduate from Basic Training and Advance Infantry Tactics at Ft Benning, GA.

MILITARY AND POLICE PROFESSIONAL DEVELOPMENT

Southern Police Institute - Department of Justice Administration, Crime Prevention Through Environmental Design (CPTED), Louisville, KY, 2014.

United States Attorney's Office, Western District of Tennessee, 2014 Anti-Terrorism Advisory Council (ATAC) Conference, Millington, TN

Institute for Global Ethics Ethical & Moral Courage Seminar, Memphis, TN, 2013

New Mexico Tech, Energetic Materials Research and Testing Center, Incident Response to Terrorist Bombing, Socorro, NM, 2013

Field Force Command Course, Department of Homeland Security, Center for Domestic Preparedness, Anniston, AL, 2010

U.S. Army, 194th Armored Brigade, TRADOC Cadre Training Course, Ft Knox, KY, 2009

U.S. Army First Sergeant's Course, Todd R. Cornell Non Commissioned Officers Academy, Ft McCoy, WI, 2008

AIM, Firearms Instructor Train the Trainer, Memphis, TN, 2008

NLERA Diversity Recruiting Training Conference, Washington, DC, 2008

University of Tennessee at Martin, Institute of Professional Development, Background Investigation Course, Collierville, TN, 2008

U.S. Anti-Terrorism Task Force, U.S. Attorney's Office, Counter Terrorism Seminar, Millington, TN, 2008

Surefire Tactical Technology Specialist Course, Memphis, TN, 2008

Public Agency Training Council, Investigation of Officer Involved Shootings, Memphis, TN, 2008

Shelby County Sheriff Office, Explosive Awareness Training, Memphis, TN, 2008

U.S. Army Pays Recruiting Conference, Louisville, KY, 2008

WMD Prevention and Response to Suicide Bombing Incidents, New Mexico Tech, Energetic Material Research and Testing Center, Playas, NM, 2008

Tactical Response Inc., Fighting Rifle, Memphis, TN, 2008

Tennessee Emergency Management Agency (TEMA), Advance ICS Command and General Staff Complex Incidents, ICS 400, Memphis, TN, 2007

TEMA, Intermediate ICS for Expanding Incidents, ICS 300, Memphis, TN, 2007

WMD Radiological / Nuclear Train the Trainer Course, Las Vegas, Nevada, 2007

National Security Technologies, Counter Terrorism Operations Support, WMD Radiological / Nuclear Train the Trainer Course for Hazardous Materials Technicians, Las Vegas, Nevada, 2007

University of Memphis, Mid-South Training Institute, Basic First Line Supervision, Collierville, TN, 2007

10-8 Consulting, LLC, Back Up Gun Operator Course, Memphis, TN, 2007

FEMA, IS-00800.A, National Response Plan (NRP), and Introduction, Memphis, TN, 2007

FEMA, IS-00200, Single Resources and Initial Action Incidents, Memphis, TN, 2007

FEMA, Introduction to Incident Command System, ICS 100, Memphis, TN, 2007

Partners in Preparedness, Emergency & Environmental, 2007 Tri-State Conference, Tunica, MS, 2007

NRA Tactical Shooting Instructor, National Rifle Association, Memphis, TN, 2006

3M Instructor Course for Respirator Training (Train the Trainer), Memphis, TN, 2006

Terrorism Research Center – Threat Assessment and Vulnerability and University of Tennessee, Center for Homeland Security Training – Threat and Vulnerability Training Level II, Memphis, TN 2006

Center for Domestic Preparedness, U.S. Department of Homeland Security, WMD Law Enforcement Protective Measures Train-the-Trainer (LEPM TtT) and WMD Hands-on-Training (HOT-8), Anniston, AL, 2006

Action Target Academy Patrol Rifle Instructor, South Haven, MS, 2005

Suarez International, Interactive Gun Fighting, Memphis, TN, 2005

Regional Counter Drug Training Academy, First Response in Securing Terrorist Situations, Memphis, TN, 2005

Range Master, Low Light Techniques, Memphis, TN, 2005

State of Tennessee, Private Protective Services, State Certified Trainer, Memphis, TN, 2005

MPD 12 Gauge Slug Certification Course, Memphis, TN, 2004

The University of Memphis Mid South Training Institute, Risk Management for Public Safety Supervisors, Memphis, TN, 2004

Army Community Service, family Advocacy Program, Child and Spouse Abuse Prevention, Identifying and Reporting, Fort Knox, KY, 2004

3-81 AR, 1ST ATB, United States Army Training and Doctrine Command, Initial Entry Training Pre-Command Course, Fort Knox, KY 2004

United States Army Institute for Professional Development, Commander's Safety Course, Memphis, TN, 2004

University of Memphis, Mid-South Training Institute, Computer Crime, Memphis, TN, 2004

The University of Memphis Mid South Training Institute, Legislative Update & Recent Court Decisions, Memphis, TN, 2004

Memphis/Shelby County Emergency Management Agency, Community Emergency Response Team Training, Memphis, TN, 2004

SCG International Risk, Basic SWAT Operations, Jackson, MS, 2004

Action Target, Advance Law Enforcement 3-Gun Instructor School, Provo, Utah, 2004

MPD Armored Personnel Carrier / M113A2, Basic Driving School, Memphis, TN, 2004

Tennessee Department of Safety, State Certified Handgun Instructor, Memphis, TN, 2004

T.E.E.S. Enterprises Tactical Training Division, Explosive Handlers Course, Marion, AR, 2004

Firearms Training Systems, Inc., Basic Handgun Marksmanship Course, Memphis, TN, 2004

Tactical Explosive Entry School, Dignitary / Witness Protection Course, West Memphis, AR, 2004

Anti Defamation League – Advanced Training School, Extremist and Terrorist Threats Course, Washington, D.C., 2004

State of Tennessee, Peace Officers Standards and Training Commission, Police Instructor Certification, Firearms, 2003

National Criminal Justice Training Council, Use of Force Instructor Certification, Memphis, TN, 2003

National Tactical Officers Association, MP5 User – Instructor Certification Course, Memphis, TN, 2003

National Tactical Officers Association, SWAT Supervisors & Command Decision Making, Memphis, TN, 2003

State of Tennessee, Peace Officers Standards and Training Commission, Police Instructor Certification, OC Aerosol Projectors, 2003

State of Tennessee, Peace Officers Standards and Training Commission, Police Instructor Certification, Flash bang Instructor, 2003

State of Tennessee, Peace Officers Standards and Training Commission, Police Instructor Certification, Less-Lethal Projectiles Instructor, 2003

State of Tennessee, Peace Officers Standards and Training Commission, Police Instructor Certification, Chemical Munitions Instructor, 2003

State of Tennessee, Peace Officers Standards and Training Commission, Police Instructor Certification, Sudden Custody Death Syndrome, 2003

Greg Connor, Integrated Force Management Workshop, Memphis, TN, 2003

Greg Connor, Advance Vehicle Stops Workshop, Memphis, TN, 2003

Black Water Training Center, Bushmaster Armorer's Course, Memphis, TN, 2003

City of Bartlett Police Department, Lieutenant Assessment Board, Bartlett, TN, 2003

United States Army Military Police School, Counter Drug Special Reaction Team Course, Memphis, TN, 2003

Arkansas, Mississippi, and Tennessee Emergency Management Agency, TRI State Earth Quake Conference, Tunica, MS, 2003

2/46 INF BCT, Initial Entry Training Pre-Commanders Course, Fort Knox, KY, 2003

Basic Police Instructor Development Course, Memphis, TN, 2002

Winchester Law Enforcement Ammunition Advisory Board, St Louis, MO, 2002

Weapons of Mass Destruction Response Systems Basics, Memphis, TN, 2002

Tennessee Tactical Police and Paramedic Association, Immediate Deployment to Deadly Aggressive Action, Memphis, TN, 2002

American Law Enforcement Inc. Civil Disturbance Tactics, Memphis, TN 2002

Defense Technology / Federal Laboratories Less Lethal Munitions, Lansing, MI, 2002

Survival Tactics and Responses Advanced Police Vehicle Stops, Olive Branch, MS 2002

IACP Less-Lethal Projectile Instructor Certification, St Louis, MO, 2002

Options for Personal Security Less-Lethal Certification, Memphis, TN, 2002

Options for Personal Security Tactical Rifle II, Memphis, TN, 2002

Options for Personal Security OC Instructor, Memphis, TN, 2002

TEES CQB Safety Officers Course, Memphis, TN, 2002

Trident Research Group Combative Pistol, Memphis, T, 2002

DTI / Rangemaster Police Defensive Pistol, Memphis, TN, 2002

81st Regional Support Command, DOT Hazardous Materials Handling, Nashville, TN, 2002

FBI Firearms Instructor Course, Memphis, TN, 2001

Options for Personal Security Tactical Pistol, Memphis, TN, 2001

Blackwater Training Center Tactical Shotgun, Myock, NC, 2001

3RD NCOA Training BN, Small Group Instructor Training Course, Camp Shelby, MS, 2000

US Department of Justice Mental Preparation for Armed Confrontations, Memphis, TN, 1998

MSI MACE OC instructor, Memphis, TN, 1998

Federal Laboratories Tactical Chemical Weapons, Memphis, TN, 1998

United States Army Military Police School – Force Protection Unit Advisors Course, Ft McClellan, AL, 1997

NRA Police Firearms Instructor School, Memphis, TN, 1995

Beretta U.S.A. Law Enforcement Firearms Instructor, Memphis, TN, 1995

Memphis Police Academy Graduate, 65th Basic Session, 5th Overall, 1990

3291st USAR School, Reserve Components Instructor Training Course, Memphis, TN, 1988

3291st USAR School, Military Police Course, Ft McClellan, AL, 1994

U.S. Army, Nuclear, Biological, Chemical School, Baumholder, West Germany, 1987

Basic Infantry OSUT, Ft. Benning, GA, Distinguished Honor Graduate, 1984

ASSOCIATIONS

Major City Chiefs Association, 2016

NAACP, Life Time Member, 2016

Association of City Retired Employees (A.C.R.E.), 2015

International Association of Chiefs of Police, 2009

National Organization of Black Law Enforcement Executives, 2010

Fraternal Order of Police, Tennessee Chapter, 2008

National Law Enforcement Recruiters Association Member, 2008

Federal Bureau of Investigations National Academy Associates, 2006

Certified Private Protective Services, Security Trainer
#0931098, (Firearms / Chemical Spray / Unarmed), 2005

State of Tennessee, Certified Handgun Instructor, 2004

International Law Enforcement Educators and Trainers Association,
Charter Member, 2003

Mid-South Guard and Reserve Association, 2001

Life Time Member, National Rifle Association, 1995

Memphis Police Association, 1990

Afro-American Police Association, 1990

Alpha Phi Alpha Fraternity Incorporated, 1989