

Benjamin Raymond

Education:

1992-1996: Northwood High School in Blanchard, Louisiana. Graduated in May 1996 with honors.

1996-1999: Northeast Louisiana University (currently the University of Louisiana Monroe) in Monroe, Louisiana. Graduated summa cum laude on August 14, 1999. I received a Bachelor of Arts degree in Criminal Justice with a minor in Sociology. I earned 122 semester hours and maintained a 4.0 gpa.

Work experience:

Shreveport Police Department
1234 Texas Ave.
Shreveport, LA. 71101

Police Officer- Shreveport Police Department, February 28, 2000 to present:

November 13, 2018 – present

- Appointed to Substitute Chief of Police by past Mayor Ollie Tyler after acting Chief of Police Alan Crump went out on approved extended medical leave.
- I have served as the Substitute and Provisional Chief of Police since November 13, 2018. As such, I lead a department of 580 allocated police officers, 38 jailers, 44 Police Communication Officers and over 100 full-time civilian employees.
- During my tenure in this position, we have continued to see decreases in Part I crime and we are on pace to have the lowest reported crime rate since 1975. Additionally, I have lead our agency with a renewed vision and focus towards community oriented policing, and the results are evident.

September 25, 2017 – November 13, 2018

- Appointed to Chief Administrative Assistant
- One of my primary assignments was to oversee the development and implementation of the police budget. I also directly supervised seven civilian employees and oversaw approximately 110 full-time and over 100 part time civilian employees. I was responsible for hiring, disciplinary matters, resignations and terminations for all civilian employees.
- I reported directly to the Chief and Deputy Chief

July 1, 2016 – September 24, 2017

- Selected by the Chief of Police (W. Shaw – retired) to serve as an Instructor at the Shreveport Police Regional Training Academy.
- Assigned as a primary instructor in the “Recruit Training” cell where new officers begin the first 18 weeks of their careers.
- Supervised 25-40 cadets based on size of class; supervised in-service classes of 20-40 officers on a bi-monthly basis.
- Promoted to sergeant on August 9, 2017
- Immediate Supervisor: Lt. Jody Jones

July 1, 2011 – June 30, 2016

- Assigned to the Mid-Level Investigations Unit but my primary responsibility was to serve as the “SRT Training Coordinator.”
- Responsible for the training regimen of SRT. Duties included arranging our monthly training schedule, maintaining equipment, maintaining our outdoor range and shoot-house, keeping logs of all of our training and many other functions that related to the daily operation of our SRT.
- Conducted physical training sessions, shooting and CQB sessions on a weekly basis for any operators that needed additional training time
- As a Team Leader for SRT, continued to assist with many tactical missions to include high-risk search warrants and vehicle take-downs.
- Participated in over 1,000 SRT call-outs and deployments during my 14-year assignment to SRT which have included high risk search and arrest warrants, hostage rescues and the resolving of barricaded suspect incidents.
- Immediate Supervisor: Sgt. Jack Miller

September 1, 2005 to June 30, 2011

- Corporal assigned to the Mid-Level Investigations Unit. Our primary mission in MLIU was to investigate mid to large-scale drug dealers and their enterprises.
- Duties included managing confidential informants, coordinating controlled purchases of Controlled Dangerous Substances, conducting both video and audio surveillance, preparing and maintaining case files, preparing search and arrest warrants, conducting undercover purchases of illegal narcotics and testifying in court at all levels of government.
- Immediate Supervisor: Sgt. Clifton Lindsey (retired)
Sgt. David Derrick (retired) (SRT Supervisor)

May 28, 2002 to August 31, 2005

- Assigned to the Street Level Interdiction Unit. As an Agent with the SLIU our primary mission was to reduce the sale/use of street-level narcotics.
- Worked in both a uniformed and an undercover capacity depending on the investigation.

- Primarily tasked with working short-term narcotics investigations which included conducting undercover drug transactions, working with confidential informants, obtaining search warrants and testifying in both State and Federal court.
- During this time I was selected to be a member of the Special Response Team, a dual-role mission with SLIU.
- As a member of SRT, our unit was tasked with the resolution of high-risk incidents that required specialized training and tactics. These incidents included the execution of high-risk search and arrest warrants, response to barricaded persons and hostage rescue resolution.
- Additional duties included providing dignitary protection for high-profile visitors to the City, most notably during this time period were Pres. G. Bush and General N. Schwarzkopf.
- Immediate Supervisor: Sgt. B.K. Hall (retired-Lt.)
Sgt. P. Rambin (retired-Capt.)

June 15, 2000 to May 27, 2002:

- Patrol Officer assigned to graveyard shift patrol (2300 to 0700 hours)
- Duties included responding to calls for service which included, but were not limited to, domestic disputes, burglaries, robberies, fights and homicides.
- Proactive police patrol when not dispatched to calls.
- Immediate supervisors included Sgt. L. Robinson (retired-Lt), Sgt. E. Jackson (retired), and Sgt. T. Foster (retired).

February 28, 2000 to June 14, 2000

- Cadet at the Shreveport Police Department's Regional Police Academy.
- Received the Physical Fitness and the Honor Graduate Award and was elected by peers to serve as Class President.
- Immediate Supervisor: Capt. M. Campbell (retired as Chief of Police)

LEADERSHIP QUALIFICATIONS:

High School Awards:

- Voted by classmates as "Most Likely to Succeed," and "Mr. Northwood" (May 1996) I also received an academic scholarship to attend NLU.

College:

- Awarded and maintained an Academic Foundation Scholarship to NLU in Monroe, LA.
- Maintained a 4.0 grade point average throughout my college career at Northeast Louisiana University in Monroe, LA. and graduated **summa cum laude** during the August 1999 commencement.
- Recognized as "**Top Graduate**" honor during August 1999 commencement ceremony at Northeast Louisiana University in Monroe, Louisiana.
- I was honored as the "**Outstanding Student in Criminal Justice**" at NLU for 1998-1999.

Career:

- Selected by my peers during the 45th Basic Recruit Class to be **Class President**.
- Received the **Physical Fitness Award**. I set the new academy record for the 1 1/2 mile run with a time of 8 min. 27 sec.
- Selected as the **Honor Graduate Award** which was based on physical fitness, academics and firearms qualifications.
- On January 31, 2002 I was awarded the **Departmental Commendation Award** following an officer involved shooting that occurred in April of 2001.
- September 2009 – Appointed by the SRT Commander to be the **Sniper Team Leader** for the team.
- July 2011 – Selected by the SRT Commander to be the **SRT Training Coordinator** and oversee all training, qualifications and equipment for SRT. I reported to the SRT Commander regarding personnel, training and equipment decisions along with many other facets of the team.
- As a **Team Leader** for SRT I was responsible for making tactical decisions during high-risk incidents that could pose significant safety concerns to law enforcement and citizens as a whole.
- Appointed by Chief Willie Shaw (ret.) to transfer to the Shreveport Police Regional Training Academy to serve as an **Academy Instructor**.
- Board of Directors for the Louisiana Tactical Police Officer's Association since 2007. Elected as the **President of the LTPOA** during May 2016.
- Numerous departmental commendations for both individual and unit recognition
- Appointed by retired Chief of Police Alan Crump to serve in the position of **Chief Administrative Assistant** in September 2017.
- Appointed by then Mayor Ollie Tyler to take over leadership of the department as **Substitute Chief of Police** in the absence of retired Chief Alan Crump. During my tenure, I continued to fulfill the duties reserved for the Chief Administrative Assistant for several months until such time as a Substitute Chief Administrative Assistant could be appointed. I have also lead this department without the benefit of a Deputy Chief, the second in command, since the retirement of Deputy Chief William "Bill" Goodin on February 22, 2019.

Police Training / Instructor Certifications:

1. **Patrol Officer's Response to Street Narcotics** (January 2001); a 40 hour school at the Regional Counter Drug Training Academy in Meridian, Mississippi.
2. **Basic Narcotics Investigations** (80 hour course of instruction in August 2002) at RCTA in Meridian, MS.
3. **Advanced Narcotic Investigation** (October 2002) at the Institute of Police Technology and Management in Jacksonville, Florida. (40 hr. school)
4. **Interview and Interrogation** (8 hrs – October 2002) at the Shreveport Regional Police Academy.
5. **Advanced Undercover Techniques and Survival** (36 hr. school - October 2003) that was hosted by the International Association of Undercover Officers in Las Vegas, Nevada.
6. **Field Training Officer** (40 hrs. – April 2002) at the Shreveport Police Academy.
7. **Basic SWAT School** (40 hours) at the Shreveport Police Academy (August 2003). I received the "Top Gun" award for this class.
8. **Tactical Explosive Entry School's Hostage Rescue/High Risk Warrant Course** in Memphis, Tennessee in May 2003. (40 hrs.)
9. **Critical Incident Stress Management** at the Shreveport Police Academy (February 2004 – 16 hrs).
10. **Basic Clandestine Lab School** at the DEA Academy in Quantico, Virginia. (April 2007) After successfully completing the 40 hour course of instruction I was certified to enter, investigate and dismantle clandestine labs.
11. **Completion of ICS IS -100b, IS-200, IS-700 and IS-800** (April 2006 – August 2017)
12. **Introduction to Executive Protection Services** (8 hrs.) (May 30, 2007)
13. **Interview and Interrogation** at the North Louisiana Criminal Justice Academy. (Sept. 20-21, 2007) (16 hrs.)
14. **Hard Armor/Entry Shield Instructor Certification** presented by RBR Tactical Armor, Inc. in May 2008. After completing this course I am a certified Shield Instructor.
15. **Dignitary Protection Seminar** hosted by the U.S. Secret Service in Washington, D.C. from July 21 – 25, 2008.
16. **Tactical Pistol Course** (8 hrs.) hosted by LTPOA on August 29, 2008.
17. **Submachine Gun Operator's Course** hosted by the Shreveport Police Dept. in September 2008.
18. **Rappel Master School** hosted by LTPOA (40 hr. school in Shreveport, LA). Following the completion of this course I am a certified Rappel Master.
19. **Commercial Motor Vehicle Interdiction** (24 hours) presented by "The 4:20 Group" through the DEA Office of Training.

20. **Explosive Handler's and Explosive Breaching** (70 hours) presented by Tactical Energetic Entry Systems (TEES) in Memphis, TN. This course certified me to be an explosive breacher.
21. **Mechanical, Thermal and Ballistic Breaching** (24 hours) presented by TEES in Ennis, TX.
22. **Hostage Rescue and High Risk Warrant** (36 hours) presented by TEES in Memphis, TX.
23. **WMD Tactical Operations** (40 hours) presented by Louisiana State University.
24. **Tactical Waterborne Operations** (40 hours) instruction provided by U.S. Army 20th Special Forces Group.
25. **Advanced WMD Tactical Operations** (40 hours) presented by Louisiana State University.
26. **Instructor Development Course** (40 hours) presented by the Federal Bureau of Investigation.
27. **Patrol Rifle Instructor** (24 hours) presented by Bob Parker and the LTPOA.
28. **Handgun and Shotgun Instructor** (40 hours) presented by the NRA Law Enforcement Division
29. **Precision Rifle Instructor** (40 hours) presented by the NRA Law Enforcement Division
30. **CQB Safety Officer course** (32 hours) presented by Tactical Energetic Entry Systems.
31. **Hostage Rescue Course** (32 hours) at TEES
32. **Sniper Marksmanship Course** (24 hours) hosted by Tactical Energetic Entry Systems.
33. **Law Enforcement Active Shooter Emergency Response Instructor** (24 hours) presented by National Center for Biomedical Research and Training Academy of Counter-Terrorist course.
34. **M4/M16/AR 15 Rifle Armorer Certification** (8 hours) presented by Sig Sauer Academy
35. **NRA Pistol and Personal Protection In The Home Instructor** (civilian instructor courses) presented by the National Rifle Association of America
36. **Explosive Breaching Re-Certification Course** (16 hours) presented by Tactical Energetic Entry Systems in Byhalia, MS.
37. **Command, Control and Leadership Course** (24 hours) presented by Tactical Energetic Entry Systems.
38. **Louisiana POST Firearm Instructor** (40 hours) presented by the Louisiana Peace Officer Standards and Training Council.
39. **Peace Officer Engaged Shootings Mindset Survival Training** (8 hours) NLCJA.
40. **Glock Armorer** (8 hours) Monroe Public Safety Center.
41. **Strategic Self Defense and Grappling (SSGT) Level 1 Instructor** (40 hours) Shreveport Police Regional Training Academy

42. **National Academy of Professional Driving Tactical Driving Instructor** (64 hrs) Shreveport Police Regional Training Academy
43. **National Academy of Professional Driving SUV Driving Instructor** (24 hrs) Shreveport Police Regional Training Academy
44. **City of Shreveport Leadership Academy** (48 hours)

Additional Certifications/Accomplishments:

- Organized and served as “lead instructor” for numerous “Basic SWAT Schools” hosted by the LTPOA.
- Organized the first “Advanced SWAT School” for the Shreveport Police Regional Training Academy.
- Instructed courses state-wide dealing with SWAT tactics, Basic Sniper, Rappelling
- Owner of “Real World Tactical, Incorporated” which offers firearm’s training and tactical training for civilians and law enforcement.
- Guest instructor for various groups and companies throughout Shreveport to include: Northwest Louisiana Association of Realtors (“Ammunition for Realtor Safety”), The Caddo Parish Emergency Communications Center (“Workplace Violence and Active Shooter”), CenterPoint Energy (“Active Shooter”) and several more.
- May of 2008 - May 2010 served as Regional Director of the Louisiana Tactical Police Officer’s Association.
- May 2010 elected by the members to serve as Sgt. at Arms of LTPOA.
- During May of 2012 I took over the duties of Second Vice-President of the organization.
- Promoted to Vice President LTPOA during May of 2014.
- May 2016 – President of LTPOA. As such, I was responsible for leading the state-wide organization in our mission to “Foster an exchange of ideas and information within the field of tactics and operations in police work...and to lend support and assistance to tactical police officers and programs throughout the State of Louisiana.”
- 2017 Fall Leadership Academy graduate.
- Instructor for the LSU National Center for Biomedical Research & Training within the Academy of Counter-Terrorist Education. Specifically, I am an instructor for Critical Decision Making for Complex Coordinated Attacks as well as the Law Enforcement Active Shooter Emergency Response course.
- Father of two beautiful daughters ages 14 and 9.
- Member of Celebration Church in Shreveport.

APPLICATION FOR COMPETITIVE EXAMINATION

FIRE AND POLICE CIVIL SERVICE BOARD

PLEASE PRINT OR TYPE. FAILURE TO ANSWER ALL THE QUESTIONS IN THIS APPLICATION AND FAILURE TO ATTACH ALL REQUIRED DOCUMENTATION TO THIS APPLICATION MAY CAUSE YOUR APPLICATION TO BE REJECTED.

NAME: FIRST: Benjamin		MIDDLE: Andrew	LAST: Raymond
STREET ADDRESS/P.O. BOX NO. [REDACTED]		CITY/TOWN: [REDACTED]	STATE/ZIP: [REDACTED]
HOME TELEPHONE NUMBER (WITH AREA CODE) [REDACTED]		EMAIL ADDRESS: [REDACTED]	
OFFICE TELEPHONE NUMBER (WITH AREA CODE) [REDACTED]			
CELL TELEPHONE NUMBER (WITH AREA CODE) [REDACTED]			
SOCIAL SECURITY NUMBER: [REDACTED]		DATE OF BIRTH (MONTH/DATE/YEAR): [REDACTED]	
ARE YOU A CITIZEN OF THE UNITED STATES? ☒ YES ☐ NO		DRIVER'S LICENSE NO: [REDACTED] STATE: [REDACTED] EXPIRATION DATE: [REDACTED]	

EXAMINATION FOR WHICH YOU ARE APPLYING (FILE A SEPARATE APPLICATION FOR EACH EXAMINATION)

Chief of Police

RACE/SEX INFORMATION

The Federal government requires that we request the following race and sex information for statistical reporting purposes. Completion of this section is voluntary, and your application will not be rejected if you choose not to provide this information.

☒ Male ☒ White ☐ Black ☐ Hispanic ☐ Am. Indian ☐ Asian
☐ Female ☐ Other: _____

SPECIAL INSTRUCTIONS FOR DOCUMENTATION YOU MUST ATTACH

In accordance with civil service law you must be a citizen of the United States, and of legal age. In addition to these requirements, the local municipal fire and police civil service board in each jurisdiction has adopted its own qualification requirements for each of its competitive classes. Therefore, you must attach the necessary documentation to verify that you meet all the requirements of the civil service board to which you are applying. You must attach a copy of the following documents:

Proof that you are a citizen of the United States (Birth Certificate, US Passport, or Certificate of Naturalization)

Proof that you meet the age requirement of the civil service board (Birth Certificate)

Proof that you meet the education requirement as posted by the civil service board to be admitted to the exam

Proof that you have a valid driver's license (if this is a requirement of the civil service board to be admitted to the exam)

Proof that you meet all other requirements as posted by the civil service board to be admitted to the exam

AUTHORITY FOR RELEASE OF INFORMATION

I HAVE COMPLETED THIS APPLICATION WITH THE KNOWLEDGE AND UNDERSTANDING THAT ANY OR ALL ITEMS CONTAINED HEREIN MAY BE SUBJECT TO INVESTIGATION PRESCRIBED BY LAW, AND I CONSENT TO THE RELEASE OF INFORMATION CONCERNING MY CAPACITY AND FITNESS BY EMPLOYERS, EDUCATIONAL INSTITUTIONS, LAW ENFORCEMENT AGENCIES, AND OTHER INDIVIDUALS AND AGENCIES, TO DULY ACCREDITED INVESTIGATORS, CIVIL SERVICE BOARD MEMBERS AND OTHER AUTHORIZED EMPLOYEES OF THE GOVERNMENT FOR THAT PURPOSE.

I CERTIFY THAT THE ANSWERS I HAVE GIVEN TO ALL QUESTIONS IN THIS APPLICATION ARE TRUE TO THE BEST OF MY KNOWLEDGE. I KNOW THAT ANY MISREPRESENTATION HEREIN MAY CAUSE MY APPLICATION TO BE REJECTED, MY NAME REMOVED FROM THE ELIGIBLE LIST AND/OR MAY SUBJECT ME TO DISMISSAL FROM EMPLOYMENT.

DATE

SIGNATURE OF APPLICANT

Beyir Andrew Rayal

FOR USE OF CIVIL SERVICE BOARD ONLY

VERIFICATION THAT APPLICANT MEETS THE BOARD'S REQUIREMENTS

☒ U.S. Citizen	☐ Age	☒ Education	☐ Driver's License (if a requirement)	☐ Veteran Pref.
1. Chairman	2. Vice chairman	3. 2000 - Present Sport Police	4.	5.

BACKGROUND INFORMATION

1. WITHIN THE PAST 5 YEARS, HAVE YOU BEEN TERMINATED, OR RESIGNED IN LIEU OF TERMINATION, FROM ANY POSITION FOR REASONS OTHER THAN A REDUCTION IN FORCE?

☐ YES

☒ NO

2. HAVE YOU EVER BEEN CONVICTED OF A FELONY?

☐ YES

☒ NO

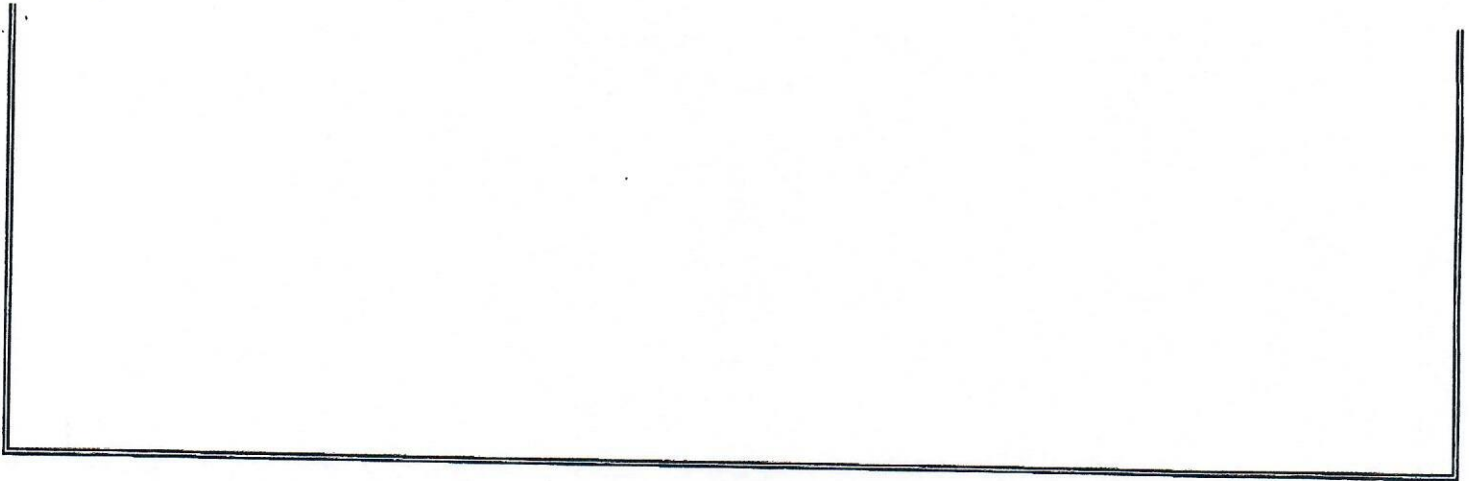
3. HAVE YOU BEEN CONVICTED OF A MISDEMEANOR DURING THE LAST 3 YEARS?

☐ YES

☒ NO

NOTE: IF YOU ANSWERED "YES" TO EITHER OF THE ABOVE QUESTIONS, PLEASE PROVIDE AN EXPLANATION IN THE EXPLANATION BLOCK BELOW. A CONVICTION WILL NOT NECESSARILY DISQUALIFY YOU FROM THE JOB FOR WHICH YOU ARE APPLYING. A CONVICTION WILL BE JUDGED ON ITS OWN MERITS WITH RESPECT TO TIME, CIRCUMSTANCES, AND SERIOUSNESS.

EXPLANATION: PLEASE USE THE SPACE PROVIDED BELOW TO EXPLAIN ANY "YES" ANSWERS TO THE ABOVE THREE QUESTIONS. ATTACH ADDITIONAL PAGES IF NECESSARY.



TRAINING/EDUCATION

A. HIGH SCHOOL

☐ DIPLOMA OR EQUIVALENCY CERTIFICATE

DATE RECEIVED: _____ May 1996 _____

NAME AND ADDRESS OF HIGH SCHOOL ISSUING DIPLOMA OR OF STATE DEPARTMENT OF EDUCATION ISSUING GED OR EQUIVALENCY CERTIFICATE:

Northwood High School
5939 Old Mooringsport Rd.
Shreveport, LA 71107

B. COLLEGE

	YEARS ATTENDED	CREDIT HOURS EARNED	DEGREE(S) RECEIVED	DATE OF DEGREE	MAJOR
Northeast Louisiana University - Monroe	1996-99	122	Bachelor of Arts	August 14, 1999	CJUS

C. OTHER FORMAL TRAINING

(BUSINESS, TRADE, MILITARY, ETC., CLASSES OR SEMINARS)

TITLE OF INSTRUCTION OR CLASS (ATTACH ADDITIONAL PAGES IF NECESSARY)

LOCATION

DATES
ATTENDED

DID YOU
GRADUATE?

NO. OF HOURS
PER WEEK

LA POST Firearms Instructor	Livingston, LA	May 2016	☐ YES ☐ NO	40
Basic POST law enforcement certificate	Shreveport, LA	2/28/00 - 6/13/00	☐ YES ☐ NO	40
			☐ YES ☐ NO	
			☐ YES ☐ NO	

SPECIAL QUALIFYING EXPERIENCE, CERTIFICATIONS, OR LICENSES

PLEASE LIST BELOW ANY PROFESSIONAL LICENSES OR CERTIFICATIONS THAT ARE RELEVANT TO THE JOB FOR WHICH YOU ARE APPLYING.

(ATTACH ADDITIONAL PAGES IF NECESSARY)

	NO. 1	NO. 2	NO. 3
NAME OF LICENSE OR TYPE OF CERTIFICATION			
NAME AND COMPLETE ADDRESS OF AGENCY OR INSTITUTION ISSUING LICENSE OR CERTIFICATION			
DATE LICENSE OR CERTIFICATION ACQUIRED			
EXPIRATION DATE, IF APPLICABLE			

RESTRICTIONS, IF APPLICABLE			
LIST ANY SPECIAL COURSE WORK, TRAINING, OR EXPERIENCE WHICH MAY BE BENEFICIAL IN THE JOB FOR WHICH YOU ARE APPLYING, OR WHICH MAY SATISFY ANY SPECIAL QUALIFICATION REQUIREMENTS <i>Chief Administrative Assistant 9/25/2017-11/12/2018</i> <i>Substitute/Provisional Chief of Police 11/13/2018 - current</i>			
IF YOU HAVE COMPUTER EXPERIENCE, PLEASE LIST ANY COMPUTER PROGRAMS (SOFTWARE) WITH WHICH YOU HAVE A WORKING KNOWLEDGE: Powerpoint, Excel, Word			
TYPING ABILITY: <u>35</u> WPM			

VETERAN'S PREFERENCE
Five-point veterans preference is granted to veterans who receive passing scores for an entrance class and who were discharged under honorable conditions from active duty in the U.S. Armed Forces during a war, or during the period April 28, 1952, through July 1, 1955, or for more than 180 consecutive days, other than for training, any part of which occurred after January 31, 1955, and before October 15, 1976; or during the Gulf War from August 2, 1990, through January 2, 1992; or for more than 180 consecutive days, other than for training, any part of which occurred during the period beginning September 11, 2001, and ending on August 31, 2010, the last day of Operation Iraqi Freedom; or in a campaign or expedition for which a campaign medal has been authorized. Any Armed Forces Expeditionary medal or campaign badge, including El Salvador, Lebanon, Grenada, Panama, Southwest Asia, Somalia, Haiti, Kosovo, Bosnia, and Herzegovina qualifies for preference. A campaign medal holder or Gulf War veteran who originally enlisted after September 7, 1980, (or began active duty on or after October 14, 1982, and has not previously completed 24 months of continuous active duty) must have served continuously for 24 months or the full period called or ordered to active duty. The 24-month service requirement does not apply to 10-point preference eligibles separated for disability incurred or aggravated in the line of duty, or to veterans separated for hardship or other reasons under 10 U.S.C. 1171 or 1173. Note: If your DD-214 does not provide proof of entitlement for preference, you must obtain an amended DD-214 or other written documentation showing award of Armed Forces Expeditionary Medal. Should you wish to receive the veterans preference points, check the space provided and attach a copy of your DD-214 which verifies your qualification to receive preference. ☐ I QUALIFY FOR THE FIVE-POINT VETERAN'S PREFERENCE AS IDENTIFIED ABOVE, AND HAVE ATTACHED A COPY OF MY DD-214 OR OTHER DOCUMENTATION TO THIS APPLICATION FOR VERIFICATION PURPOSES

REQUEST FOR TESTING ACCOMMODATIONS UNDER THE AMERICANS WITH DISABILITIES ACT
If you require any special testing accommodations because of a disability which limits a major life activity, you <u>must</u> complete this section in order for your request to be considered. ☐ I am requesting testing accommodations under the Americans With Disabilities Act for the following disability (check box and specify disability): _____

REQUIRED DOCUMENTATION TO ATTACH TO YOUR APPLICATION: In order for this civil service board to process your ADA request, you must attach written documentation of your disability, including an assessment of accommodations which might be appropriate to compensate for your disability in a testing environment, prepared by a doctor, psychologist, rehabilitation counselor, occupational or physical therapist, or other professional with knowledge of your functional limitations.

What accommodations are you requesting?

☐ Extra Time
 ☐ Reader
 ☐ Private Room
 ☐ Scribe
 ☐ Other: _____

WORK EXPERIENCE

INSTRUCTIONS FOR COMPLETING SECTION ON WORK EXPERIENCE

Start with your present or most recent position and work back, including any military experience. Use separate blocks if you were promoted or your duties changed materially while working for the same employer. Treat each change as a separate position. For volunteer experience, use work experience blocks and disregard reference to salary. It is to your advantage to completely describe your duties in each position, placing particular emphasis on duties, tasks performed, and responsibility. Attach additional pages, if necessary.

NAME AND COMPLETE ADDRESS OF EMPLOYER

Shreveport Police Department

1234 Texas Ave.

Shreveport, LA 71101

TYPE BUSINESS

Law Enforcement Agency

TITLE OF YOUR POSITION

Provisional Chief of Police

TELEPHONE NUMBER (WITH AREA CODE) (318) 673-6900

DATES OF EMPLOYMENT

FROM:

MO.	DAY	YR.	TO: current	MO.	DAY	YR.
11	13	18				

WAS THIS FULL-TIME EMPLOYMENT?

☒ YES ☐ NO

AVERAGE NUMBER OF HOURS WORKED PER WEEK:

60+

BEGINNING SALARY
\$144,000

ENDING SALARY
\$146,000

NAME AND TITLE OF IMMEDIATE SUPERVISOR

CAO Sherricka Field-Jones

NUMBER/TITLE(S) OF EMPLOYEES YOU SUPERVISED

1 Deputy Chief, 4 Assistant Chiefs of Police

DESCRIBE YOUR DUTIES IN DETAIL (USE SEPARATE SHEET, IF NECESSARY)

I lead a department of 580 allocated Police Officers, 37 Jailers and 44 Police Communication Officers. I am responsible for ensuring our agency meets the needs of the citizens we serve by managing all functions, personnel and property of the Department. I establish policies, goals and objectives and ensure compliance with the same. I also perform public relations

duties and represent the department at a number of functions.

NAME AND COMPLETE ADDRESS OF EMPLOYER Shreveport Police Department 1234 Texas Ave. Shreveport, LA 71101 TELEPHONE NUMBER (WITH AREA CODE) (318) 673-6900					TYPE BUSINESS Law Enforcement Agency TITLE OF YOUR POSITION Chief Administrative Assistant																				
DATES OF EMPLOYMENT FROM: TO: <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="border: 1px solid black; width: 10%;">MO.</td> <td style="border: 1px solid black; width: 10%;">DAY</td> <td style="border: 1px solid black; width: 10%;">YR.</td> <td style="border: 1px solid black; width: 10%;">MO.</td> <td style="border: 1px solid black; width: 10%;">DAY</td> <td style="border: 1px solid black; width: 10%;">YR.</td> </tr> <tr> <td style="text-align: center;">09</td> <td style="text-align: center;">25</td> <td style="text-align: center;">17</td> <td style="text-align: center;">11</td> <td style="text-align: center;">13</td> <td style="text-align: center;">18</td> </tr> </table>						MO.	DAY	YR.	MO.	DAY	YR.	09	25	17	11	13	18	WAS THIS FULL-TIME EMPLOYMENT? ☐ YES ☐ NO		AVERAGE NUMBER OF HOURS WORKED PER WEEK: 60+		BEGINNING SALARY \$69,000		ENDING SALARY \$70,000	
MO.	DAY	YR.	MO.	DAY	YR.																				
09	25	17	11	13	18																				
NAME AND TITLE OF IMMEDIATE SUPERVISOR Deputy Chief Bill Goodin (retired)						NUMBER/TITLE(S) OF EMPLOYEES YOU SUPERVISED (2) Management Analyst I's, (1) Management Analyst II, (1) Management Analyst III, (1) Superintendent of Vehicle Maintenance, (1) Police Systems Administrator, (1) Office Specialist																			
DESCRIBE YOUR DUTIES IN DETAIL (USE SEPARATE SHEET, IF NECESSARY) I primarily oversaw the development and implementation of the police budget. I also directly supervised seven classified civilian positions and oversaw over 110 full-time and over 100 part time civilian employees dealing with hiring, resignations and disciplinary matters. Additionally, I performed any duties assigned to me by the Deputy Chief of Police or Chief of Police regarding the efficient operation of the police department.																									

NAME AND COMPLETE ADDRESS OF EMPLOYER Shreveport Police Department 1234 Texas Ave. Shreveport, LA 71101 TELEPHONE NUMBER (WITH AREA CODE) (318) 673-7170					TYPE BUSINESS Law Enforcement Agency TITLE OF YOUR POSITION Sergeant, Academy Instructor (promoted to Sgt. on Aug. 9, 2017)																				
DATES OF EMPLOYMENT FROM: TO: <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="border: 1px solid black; width: 10%;">MO.</td> <td style="border: 1px solid black; width: 10%;">DAY</td> <td style="border: 1px solid black; width: 10%;">YR.</td> <td style="border: 1px solid black; width: 10%;">MO.</td> <td style="border: 1px solid black; width: 10%;">DAY</td> <td style="border: 1px solid black; width: 10%;">YR.</td> </tr> <tr> <td style="text-align: center;">07</td> <td style="text-align: center;">01</td> <td style="text-align: center;">16</td> <td style="text-align: center;">09</td> <td style="text-align: center;">24</td> <td style="text-align: center;">17</td> </tr> </table>						MO.	DAY	YR.	MO.	DAY	YR.	07	01	16	09	24	17	WAS THIS FULL-TIME EMPLOYMENT? ☐ YES ☐ NO		AVERAGE NUMBER OF HOURS WORKED PER WEEK: 40		BEGINNING SALARY \$58,000		ENDING SALARY \$62,000	
MO.	DAY	YR.	MO.	DAY	YR.																				
07	01	16	09	24	17																				
NAME AND TITLE OF IMMEDIATE SUPERVISOR Lt. Jody Jones (retired)						NUMBER/TITLE(S) OF EMPLOYEES YOU SUPERVISED 25-40 (depending on size of Academy cadet classes)																			

DESCRIBE YOUR DUTIES IN DETAIL (USE SEPARATE SHEET, IF NECESSARY)	
As an instructor at the Shreveport Police Regional Training Academy I instructed cadets in their basic POST law enforcement Curriculum and active officers for their annual in-service training. I have a number of instructor-level certifications to include POST Firearms, NAPD Tactical Driving Instructor, FBI Instructor Development, SSGT Level 1 defensive tactics, CQB Safety Officer, Glock and AR-15/M4 armorer certifications, NAPD SUV Driving Instructor, NRA Precision Rifle Instructor, Rappel Master, and many others. I was responsible for ensuring Academy cadets met the requirements as set forth by POST and the department.	

NAME AND COMPLETE ADDRESS OF EMPLOYER Shreveport Police Department 1234 Texas Ave. Shreveport, LA 71101 TELEPHONE NUMBER (WITH AREA CODE) (318) 673-7300	TYPE BUSINESS Law Enforcement Agency		
	TITLE OF YOUR POSITION Corporal, MLIU		

DATES OF EMPLOYMENT FROM: <table border="1"> <tr> <td>MO.</td> <td>DAY</td> <td>YR.</td> <td>TO:</td> <td>MO.</td> <td>DAY</td> <td>YR.</td> </tr> <tr> <td>09</td> <td>01</td> <td>05</td> <td>06</td> <td>30</td> <td>16</td> <td></td> </tr> </table>						MO.	DAY	YR.	TO:	MO.	DAY	YR.	09	01	05	06	30	16		WAS THIS FULL-TIME EMPLOYMENT? ☒ YES ☐ NO	AVERAGE NUMBER OF HOURS WORKED PER WEEK: 40+	BEGINNING SALARY \$38,000	ENDING SALARY \$58,000
MO.	DAY	YR.	TO:	MO.	DAY	YR.																	
09	01	05	06	30	16																		

NAME AND TITLE OF IMMEDIATE SUPERVISOR Sgt. Clifton Lindsey (retired)	NUMBER/TITLE(S) OF EMPLOYEES YOU SUPERVISED N/A
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DESCRIBE YOUR DUTIES IN DETAIL (USE SEPARATE SHEET, IF NECESSARY)

As an investigator in the Mid-Level Investigations Unit, I worked narcotics cases involving the activities of mid-range to large-scale drug dealers in the Shreveport-Caddo Parish area. The work included undercover and plain-clothes assignments, the obtaining and execution of search and arrest warrants, court testimony, etc. During this time I was also instrumental in the Special Response Team and I took the role of SRT Training Coordinator to make sure our team was fully trained and equipped to deal with a multitude of incidents requiring special weapons and tactics.

NAME AND COMPLETE ADDRESS OF EMPLOYER Shreveport Police Department 1234 Texas Ave. Shreveport, LA 71101 TELEPHONE NUMBER (WITH AREA CODE) (318)673-7300	TYPE BUSINESS Law Enforcement Agency		
	TITLE OF YOUR POSITION Officer/Agent, Street Level Interdiction Unit		

DATES OF EMPLOYMENT FROM: <table border="1"> <tr> <td>MO.</td> <td>DAY</td> <td>YR.</td> <td>TO:</td> <td>MO.</td> <td>DAY</td> <td>YR.</td> </tr> <tr> <td>05</td> <td>28</td> <td>02</td> <td>8</td> <td>31</td> <td>05</td> <td></td> </tr> </table>						MO.	DAY	YR.	TO:	MO.	DAY	YR.	05	28	02	8	31	05		WAS THIS FULL-TIME EMPLOYMENT? ☒ YES ☐ NO	AVERAGE NUMBER OF HOURS WORKED PER WEEK: 40+	BEGINNING SALARY \$30,000	ENDING SALARY \$38,000
MO.	DAY	YR.	TO:	MO.	DAY	YR.																	
05	28	02	8	31	05																		

NAME AND TITLE OF IMMEDIATE SUPERVISOR Sgt. B.K. Hall (retired)	NUMBER/TITLE(S) OF EMPLOYEES YOU SUPERVISED N/A
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DESCRIBE YOUR DUTIES IN DETAIL (USE SEPARATE SHEET, IF NECESSARY)

As an investigator in the Street-Level Interdiction Unit, I focused my investigative efforts on small-scale drug dealers and users. Work included uniformed, proactive policing as well as undercover operations. I also served as a member of the Special Response Team which resolved high risk incidents requiring the use of specialized equipment and training.

NAME AND COMPLETE ADDRESS OF EMPLOYER Shreveport Police Department 1234 Texas Ave. Shreveport, LA 71101						TYPE BUSINESS Law Enforcement Agency				
TELEPHONE NUMBER (WITH AREA CODE) (318)673-7300						TITLE OF YOUR POSITION Officer				
DATES OF EMPLOYMENT FROM: MO. DAY YR. TO: MO. DAY YR. 06 14 00 05 27 02						WAS THIS FULL-TIME EMPLOYMENT? ☒ YES ☐ NO		AVERAGE NUMBER OF HOURS WORKED PER WEEK: 40	BEGINNING SALARY \$27,000	ENDING SALARY \$30,000
NAME AND TITLE OF IMMEDIATE SUPERVISOR Sgt. Lester Robinson (retired)						NUMBER/TITLE(S) OF EMPLOYEES YOU SUPERVISED N/A				
DESCRIBE YOUR DUTIES IN DETAIL (USE SEPARATE SHEET, IF NECESSARY)										
As an officer assigned to the Uniformed Service Division, Patrol, I worked graveyard shift. My duties included responding to calls for service and proactively policing my district/area to prevent crimes.										
NAME AND COMPLETE ADDRESS OF EMPLOYER Shreveport Police Department 1234 Texas Ave. Shreveport, LA 71101						TYPE BUSINESS Law Enforcement Agency				
TELEPHONE NUMBER (WITH AREA CODE) (318) 673-7300						TITLE OF YOUR POSITION Police Recruit				
DATES OF EMPLOYMENT FROM: MO. DAY YR. TO: MO. DAY YR. 02 28 00 06 13 00						WAS THIS FULL-TIME EMPLOYMENT? ☒ YES ☐ NO		AVERAGE NUMBER OF HOURS WORKED PER WEEK: 40	BEGINNING SALARY \$24,000	ENDING SALARY \$24,000
NAME AND TITLE OF IMMEDIATE SUPERVISOR Lt. Mike Campbell (retired)						NUMBER/TITLE(S) OF EMPLOYEES YOU SUPERVISED 0				
DESCRIBE YOUR DUTIES IN DETAIL (USE SEPARATE SHEET, IF NECESSARY)										

As a cadet, I completed the required POST basic law enforcement certification required by the State to be a certified law enforcement officer. I graduated as the Honor Graduate and took top honors in physical fitness as well as academics.