

May 16, 2016

Mr. Tommy Ingram
Senior Vice President
Strategic Government Resources
PO Box 1642
Keller, TX 76244

Dear Mr. Ingram,

Thank you for the opportunity to apply for the position of police chief for the city of Spokane. My background, experience, education and current affiliated work have prepared me exceptionally well for this leadership position. I have an extensive list of local, regional and national references which I will provide when requested and whom you may contact at the appropriate time.

The Seattle Police Department (SPD), where I am currently employed, is a full-service police agency for the city of Seattle, a first class Charter City. Over 1,800 employees provide outstanding public safety services to a residential population of over 600,000 residents. SPD is a civil service organization with numerous unions. Of my over twenty-six years with SPD, nineteen of those are comprised of progressively responsible supervisory and command experience and I have successfully commanded two of Seattle's five precincts with very diverse neighborhoods. I currently command SPD's new Intelligence and Tactical Analysis Section, including its newly created Real Time Crime Center.

I have been recognized for bringing innovation to our police department. I led our Department's evidence-based and data-driven efforts in strategically using "uncommitted time" in order to prevent and reduce crime, reduce the fear of crime and bring a higher degree of public value to those we serve. Called "Directed Patrol," it served as the foundation for a U.S. Department of Justice Office of Community-Oriented Policing Services (C.O.P.S.) funded juvenile "hotspots" research study partnered with the principal investigator, Dr. David Weisburd, the 2010 Stockholm Prize winner in Criminology.

I have a proven track record of strong leadership in challenging positions. My selection for professional panels, advisory boards and initiatives reflects my reputation as a strategic thinker, innovator, and one who can positively influence others using exceptional interpersonal skills. One of my greatest strengths is collaboration, both internally and externally, allowing strong partnerships to be one of the significant keys to success. A few examples include:

- Lead police commander in the mayor's downtown Center-City Initiative
 - Subcabinet governance model with a diverse community roundtable collaboration
- Key participant in the Law Enforcement Assisted Diversion Initiative (L.E.A.D.)
 - City Council funded expansion from grant area to all of downtown
 - <http://www.pbs.org/wgbh/frontline/announcement/chasing-heroin-a-two-hour-special-premieres-feb-23-on-frontline/>
- Law Enforcement homeless outreach initiative (City Council funded)
- Drug Market Initiative (Chinatown/International District)
- DUI "Hotspot" pilot project (Washington State Traffic Safety Commission funder)
- Chosen as interview panelist for key mayoral appointment
- FirstNet/OneNet-WA Operational Committee member

My current Department is nearing initial compliance with its 2012 Settlement Agreement with the Department of Justice and I understand firsthand the cultural challenges of change within a police agency a negotiated settlement brings, as well as the opportunities and positive outcomes as a result of the work. Our current efforts have accelerated the past two years under Chief Kathleen O'Toole and SPD is significantly better because of it. Moreover, SPD is now seen as a national model for effective reform.

I look forward to being considered for Spokane's Chief of Police. If chosen, it will be an honor to be a member of the city's Leadership Team and build on the momentum from community engagements, professional development, and partnerships the Spokane Police Department has initiated over recent years. As the city continues to work on future challenges and initiatives to help make Spokane safer, stronger and smarter, its police department should be one of the leading city departments working toward those goals, hand-in-hand with the community.

Sincerely,


James J. Dermody

James J. Dermody

EDUCATION

Master of Public Administration 2013

Daniel J. Evans School of Public Policy and Governance
University of Washington, Seattle

Bachelor of Arts-Society and Justice 1989

University of Washington, Seattle

Senior Management Institute for Police 2009

Police Executive Research Forum-43rd Session
Boston University

Leadership Tomorrow, Seattle 2007-08

A leadership development program presented in a series of interactive forums for a group of 80 Puget Sound area regional leaders drawn from the private, public and non-profit sectors in five counties.

**LAW
ENFORCEMENT
EXPERIENCE**

Seattle Police Department (1990-present)

Captain (2015-present):

Intelligence & Tactical Analysis Section Commander

The Section includes:

Criminal Intelligence Section (including HSI, FBI & ATF task force detectives), Crime Analysis Unit, Real Time Crime Center, WA State Fusion Center SPD staff, D.O.J. Settlement Agreement data support, program management and staff projects.

“Secret” clearance with the F.B.I.

Captain (2015): Data-Driven Policing Section Commander

The Section duties include:

Support the Department’s needs for crime data and analysis for internal and external stakeholders using custom software and visual analytics; provide CAD and RMS system sustainment in conjunction with the I.T. Section; provide data and analysis specific to the negotiated Settlement Agreement with the D.O.J.

Captain (2014): Investigations Bureau Narcotics Section Commander

The Section includes:

Proactive Squads, Drug Detection K-9s, DEA & ATF Federal Task Force detectives, felony case filing, asset seizure/forfeiture, abatement, Drug Court liaison and Drug Task Force board member with south King County Chiefs of Police with a corresponding \$4M dollar budget.

Captain (2012-2014): West Precinct Commander for downtown Seattle, its stadium district, and the residential neighborhoods of Queen Anne and Magnolia. Responsible for 200 police officers and staff performing public safety operations for a residential population of approximately 90,000 and a weekday workforce population adding approximately 225,000 with a corresponding \$30M dollar budget.



Captain (2009-2012): East Precinct Commander for First Hill, Capitol Hill and the Central District bounded by the Montlake Cut, I-90 Floating Bridge, I-5 and Lake Washington. Responsible for 140 police officers and staff performing public safety operations for a residential population of approximately 98,000 and a corresponding \$22M dollar budget.

**PROFESSIONAL
AFFILIATIONS**

Police Executive Research Forum (PERF)
International Association of Chiefs of Police (IACP)

**LAW
ENFORCEMENT
PRESENTATIONS/
PANELS/INITIATIVES**

International Association of Chiefs of Police (IACP) 2013
Philadelphia, PA
Panel member: **Evidence-Based Policing: A Multiple-Agency Example of Incorporating Research into Practice**
Chaired by Dr. Cynthia Lum of George Mason University's (GMU) Center for Evidence-Based Crime Policy (CEBCP)

**GMU Center for Evidence-Based Crime Policy (CEBCP) –
Scottish Institute for Police Research (SIPR) 2013**
Joint Symposium and Congressional Briefing on Evidence-Based Policing-Arlington, VA & WA DC
Presenter: **Policing and Vulnerable Populations: Missing Persons, Mentally Ill, and the Homeless**

Department of Justice/International Association of Chiefs of Police (IACP) 2014-15
Alexandria, VA
Public Recording of Police (PROP) Project Advisory Board

**GMU Center for Evidence-Based Crime Policy (CEBCP)
2014 Symposium**
Arlington, VA
Chair and Discussant: **Community Partnerships and Crime Prevention Panel**

International Association of Chiefs of Police (IACP) 2014
Orlando, FL
Panel Member: **Hot Spots, Hot People and Hot Approaches: The Law Enforcement Executive's Guide to Evidence-Based Approaches to Crime and Violence Reduction**
Co-presented with Dr. Charlotte Gill (GMU-CEBCP)
Chaired by John Markovic (USDOJ C.O.P.S. Office)

International Association of Chiefs of Police (IACP) 2015
Chicago, IL (Oct.)
Panel Member: **Public Recording of the Police**
Present and discuss the COPS Office funded IACP Advisory Board's work creating a training guide and e-learning module for how officers should handle community members visually and audio recording the police in public places



**ACADEMIC
INVOLVEMENT**

UW Undergraduate Internship, Seattle Police Department 1988-89
NIJ Study: “*Community Policing in Seattle: A Descriptive Study of the South Seattle Crime Reduction Project.*”
<http://www.ncjrs.gov/App/publications/Abstract.aspx?id=133525>

Office of Community-Oriented Policing Services, \$250,000 (2013-15)
“*Implementing and Evaluating Community Policing Strategies in Juvenile Crime Hot Spots*” Dr. David Weisburd (PI), Dr. Charlotte Gill
Project seeking to develop, implement, and rigorously evaluate a community-oriented policing approach to juvenile crime hot spots in Seattle’s downtown.

ARTICLE/WRITING

Changing the Culture of Uncommitted Patrol Time: A Work in Progress
Translational Criminology Magazine, Spring 2013
<http://cebcp.org/wp-content/TCmagazine/TC4-Spring2013>

Evolution of a New Culture: Reactive Policing to Data-Driven, Evidence-Based & Community Supported (Historical Case Study)
Master Degree Capstone
Daniel J. Evans School of Public Policy & Governance

OTHER

- Seattle Hotel Association Advocate for Tourism Award (2013)
- Chief’s Award
- GMU-CEBCP Evidence-Based Crime Policy Superstar (2013)
- Guest Panelist: *UW Evans School of Public Policy & Governance*
MPA program courses:
 - *Community Engagement and Urban Governance*
 - *Managing Organizational Performance*
- President-Seattle Police Relief Association [501(c)(9) VEBA]

**PREVIOUS
ASSIGNMENTS**

Lieutenant (eight years)-Homicide/CSI, West Precinct Operations, SW Precinct, East Precinct Operations (Weed and Seed Federal Grant Coordinator)

Sergeant (four years)-North Precinct Patrol, Anti-Crime Team, SWAT (fulltime team)

Police Officer (seven years)-North Precinct Patrol, Anti-Crime Team, SWAT (fulltime team)

**SIGNIFICANT
SPECIAL EVENT/
INCIDENT
COMMANDS**

2014 NFC Championship Game (200+ personnel)
Seafair Torchlight Parade (500+ personnel)
Presidential and Dignitary Visits
Large Free-Speech Events (May Day, Pride Festival, Hempfest)
Jewish Federation Active Shooter/Homicide

CONTACT

James J. Dermody
[REDACTED] (h)
[REDACTED]