

# James Dale Fry Jr.

515 Christie St. Troy, ID 83871    jfry@ci.moscow.id.us    208-596-6797

## Professional Experience

### Moscow Police Department Chief, Moscow Idaho April 2016-Present

- Supervise all sworn and non-sworn personnel at the police department.
- Oversee all day to day operations.
- Prepare the Police Department Operating Budget; administer, monitor and control expenditures; review and sign departmental requisitions; review City budget expenditure read-out.
- Assure that federal, state, county and municipal laws and ordinances are enforced.
- Prepare policy and procedures to provide guidelines for current and ongoing best standards.
- Oversee all administrative functions within the police department.
- Work closely with all department heads to ensure collaborative relationships are maintained.
- Work with City Supervisor, Mayor and City Council to provide direction of future and current projects.
- Manage department objectives and projects; monitor a variety of assignments, investigations, program objectives and intra-department assignments.
- Direct the training, assignment, supervision and discipline of subordinates.
- Approve Department personnel actions involving promotions, reassignments, termination, selection and evaluation of employees.
- Appointed to the Association of Idaho Cities City Police Chiefs Legislative Technical Analysis Team.
- Idaho Governor's appointment to the Idaho School Safety and Security board (2016) Re-appointed 2019-2022
- Idaho Governor's appointment to the Idaho Peace Officers Standards in Training Council (2018-Present)
- Chairman for the POST Training Sub-Committee (2020-2022)
- Lead negotiator for the Troy School Board of Trustee's with district teachers.
- Appointed to the Gritman Hospital General Board (2018-2020)).
- Graduate of the FBI National Academy session 275 (March 2019)
- Appointed by Governor Brad Little to the Opioid and Substance Use Disorder Advisory Group (2019-2020).
- Assisted in getting a bond passed to construct a new police facility and gave advisement on new facility structure. (2019-2020)
- Guest lecturer at the University of Idaho in the Justice Studies program (2021-Present)
- Vice Chair for Idaho Police Officer Standards and Training POST (June 2022-Present)
- Chair of Decertification Committee POST (September 2022-Present)
- Birkman Certified 2023- present
- Chief of Police during the Idaho 4 homicide.

### Moscow Police Department Captain, University of Idaho Campus Division *January 2016 – April 2016*

- Supervision of two campus officers, a narcotics detective, and officers who are assigned to special events on campus.
- Collaboration with UI President's office, Dean of Students, Administration, legal counsel, staff and students to ensure safety and a positive relationship with the UI campus.
- Provide student safety presentations.
- Implementation of "Student of the Week" and "Employee of the Month" programs.
- Member of CARES Team, UI Threat Assessment Team, Community Cares Coalition, and Campus Community Coalition; Latah County Youth Advocacy Council Board Member; and Moscow School District Attendance Court attendee.
- Writing 2016, 5.3 million dollar budget; continued monitoring of budget lines; and authorized department signer.
- Department Accreditation Manager for the State level accreditation; conducted 2016 Ada County Sheriff's initial Accreditation as part of Idaho Chiefs' of Police Accreditation Team; Accreditation Manager for CALEA.

Moscow Police Department Services Division/Detectives' Unit-Lieutenant *January 2011-2015*

- Supervision of Records, Parking and Code enforcement, Evidence personnel, School Resource Officer, and Detective Sergeant.
- Press release preparation and contact with press regarding daily call log.
- Implemented all training arrangements and tracked expenses; maintained training records for department; and led customer service and teamwork training for Services Personnel.
- Conducted the majority of department internal affairs investigations; member of numerous hiring and promotional boards; developed improvement plans for four employees; and involved with progressive discipline per City of Moscow Personnel handbook.
- Handled citizen complaints for parking and code enforcement issues,
- Progressively learned budget process and prepared 5.3 million dollar budget in 2015; monitored budget lines; closed the 2014/2015 budget during Chief Duke's absence; and authorized department signer.
- Detectives Unit.
  - Monitored all investigations to insure compliance with laws, constitutional rights, and policy and procedures.
  - Acted as case agent/lead investigator in the death investigations of David Boss, Sarah Parks, Katie Benoit, David Nesbitt and Joseph Wiederrick.
  - Managed personnel and major investigations through on-site observations and communication with legal counsel and staff members and other agencies
- Accreditation.
  - Department Accreditation Manager for the Idaho State level accreditation.
  - Conducted accreditations for Rathdrum and Coeur d'Alene Police Departments as a member of the Idaho Chiefs' of Police Accreditation team.
  - Accreditation Manager for CALEA (National Accreditation).
  - Composed letter and completed application process for waiver of \$10,100 in startup fees for CALEA national accreditation process.
- Special Projects.
  - Conducted the first property room evidence audit at the Moscow Police Department of over 10,000 evidence items.
  - Developed interagency relations with Gritman Medical Center to implement SANE nursing program.
  - Developed justification for new Forensic Cyber Crimes position.
  - Developed policies and protocol for the volunteer handicap parking enforcement program.
  - Served on two teams for the department's Strategic Planning (team leader and member).
  - Co-led the construction and design of the simulations shoot house at the firearms range.
  - Conducted research for legislative initiative for guns on campus and concealed weapons laws.
  - Created mandatory taxi inspection for all taxi vehicles.
  - Organized annual leadership retreats.
  - Prepared and formatted department's annual report in 2011 and 2012.

Moscow Police Department Patrol Sergeant/Detective Sergeant

*October 2004-January 2011*

- Supervised patrol shifts to ensure proper patrol policy, procedures and laws were followed.
- Provided training to officers to ensure safety of officers and citizens.
- Investigated homicides and multiple suicide and suspicious death calls.
- Reviewed all Patrol and detective reports who were on shift.
- Involvement in Latah County Major Crime Team (assigned to two additional homicides), and member of Latah County Child Abuse and Latah County Violence Response Task Forces and Whitcom Communications Law Enforcement Board.
- SRT Leader.

## Moscow Police Department Patrol Corporal

*September 1997-October 2004*

- Supervised shift members.
- Assumed duties in the absence of the shift sergeant.
- Assistant SRT Leader.
- Range Master, State of Idaho certified instructor, prepared firearm lesson plans, provided safety briefings, and managed live firearms instruction to ensure safety handling. (1997 – Present)

## Moscow Police Department Patrol Officer

*June 1995-September 1997*

- Responded to calls.
- Wrote reports.
- Participated in community policing program.

### Education

- 12 Graduate Leadership level credits University of Virginia/ 5 undergraduate credits, University of Virginia.
- University of Idaho-Masters of Education in Curriculum and Instruction (2013)
- University of Idaho-B.S. in Criminal Justice with a Minor in Sociology (1994)
- Graduation POST Academy Class (1995)
- POST Certificates: Executive (2019); Management (2012); Supervisor (2007); Advanced (2001); Intermediate (1997); Basic (1996)
- Council High School Diploma (1988)

### Training

- FBI National Academy in Quantico Virginia Graduate 275
- FBI Command College
- Becoming a More Effective Leader
- Leadership in Police Organizations
- Ethical Decision Making in Law Enforcement
- Idaho Chiefs of Police Conference (2012-present)
- Organizational Alignment
- Six Steps to Effective Leadership
- Creating a High Performing Organization
- SWAT Command/Decision Making
- First Line Supervision
- Supervision of the 90's

### Community Participation

- Active participant of the Moscow Police Citizens Academy
- Lee Newbill Safety Fair
- Moscow Chamber of Commerce events
- Moscow Community Walk
- Safe Routes to School Program
- United Way of the Palouse Radiothon, Guest host
- Martin Luther King Community Breakfast
- National Night Out Against Crime
- City of Moscow Downtown Cleanup Day
- Citizen's Police Academy Involvement
- Read Across American Program

## Volunteer Efforts

- Troy School Board Trustee
- Trinity Baptist Church Deacon
- Troy Recreation District Board Member
- Troy Youth Soccer Coach
- Latah County Youth Advocacy Council
- Gritman Hospital General Board Member

## Awards

- Veterans of Foreign Wars – Police Officer of Year 2001 & 2010
- City of Moscow CHAMPS “Teamwork” 2014