

2022-007 - Deputy Chief of Police

Contact Information -- Person ID: 46172567

Name: Carson A Thomas

Address:

Home Phone:

Alternate Phone:

Email:

Personal Information

Can you, after employment, submit proof of your legal right to work in the United States? Yes

What is your highest level of education? Master's Degree

Preferences

Minimum Compensation: \$43.00 per hour; \$100,000.00 per year

Types of positions you will accept: Regular

Types of work you will accept: Full Time

Types of shifts you will accept: Day , Evening , Night , Rotating , Weekends , On Call (as needed)

Objective

To be hired on as the Deputy Chief of Rosemount Police Department

Education**Graduate School**

San Jose State University
www.sjsu.edu
9/2016 - 6/2018
San Jose , California

Did you graduate: Yes
Major/Minor: Justice Studies
Degree Received: Master's

Professional

Sherman Block SLI Leadership
<https://post.ca.gov/sherman-block-supervisory-leadership-institute>
1/2015 - 7/2015
Sacramento , California

Did you graduate: Yes
Major/Minor:
Degree Received: Professional

College/University

Trinity International University
www.tiu.edu
9/1997 - 12/1999
Deerfield, Illinois

Did you graduate: Yes
Major/Minor: Youth Ministry
Degree Received: Bachelor's

High School

Valley Christian High School
www.vcs.net
9/1989 - 6/1992
San Jose , California

Did you graduate: Yes
Highest Level Completed: 12
Did you receive a GED? No
Degree Received: High School Diploma

Work Experience

Assistant Professor Law Enforcement and Head of Campus Safety and Security
8/2021 - Present

Crown College
8700 College Ave

Hours worked per week: 40
Monthly Salary: \$5,200.00
of Employees Supervised: 8
Name of Supervisor: Dr. Kellie Corti - Professor of Humanities
May we contact this employer? Yes

Saint Bonifacious, Minnesota 55375
4086077531

Duties

The duties I currently hold with Crown are, teach courses in the field of Criminal Justice, and Law Enforcement and head of Campus Safety and Security. I oversee a team of students who function as campus security and work with the administration to develop strategies, policies, and procedures to strength the overall safety and well-being of those on campus. I advise the administration of best practices nationwide while leading my expertise in Law Enforcement, Incident Command System and threat assessment of large scale campuses and organizations.

Reason for Leaving

I am still a Professor at the College but during my time here. I have realized I still have a passion to be in Law Enforcement and I have more to give to a department, and community. I also understand how difficult the field of Law Enforcement current is and I want to be someone who is involved in changing the nationwide narrative.

Administrative Sergeant Morgan Hill Police Department
1/2021 - 8/2021

Morgan Hill Police Department
www.morgan-hii.ca.gov
16200 Vineyard Blvd.
Morgan Hill, California 95037
4087792101

Hours worked per week: 40
Monthly Salary: \$11,500.00
of Employees Supervised: 0
Name of Supervisor: Ray Ramos - Captain
May we contact this employer? Yes

Duties

Administrative, technical, and supervisory work related to the operation of the police department in accordance with federal, state, and local statutes, regulations, and training.

- Managed and supervised the training program and budget
- Managed and supervised the Field Training Program
- Managed the budget and fleet
- Oversaw Internal Affairs Investigations as well as investigated those which were deemed sensitive.
- Managed the Chaplaincy Program for the Morgan Hill Police Department
- Coordinated and taught the L.G.B.T.Q plus training for all sworn personal
- Coordinated and instructed the autism training for the department
- Coordinated with "Living above the Influence" a non-profit organization focused on the youth in the community, specifically the Latino community
- National Incident-Based Reporting System (NIBRS) and Racial and Identity Profiling Act (RIPA)
- Supervised and managed large scale ICS events including but not limited too the SCU Complex fire, where over 600 homes were evacuated. Over 30 plus protest in the City of Morgan Hill.
- Training, P.O.S.T Compliance Liaison between 13 other cities in Santa Clara County totaling a population of over 1,980,000 people.

Reason for Leaving

My family and I were ready to move out of California and be closer to family in Minnesota. I have always loved being involved in the development of others and sought out a education position at the graduate level in Criminal Justice and Justice Studies. During my search Crown College hired me as an Assistant Professor and we made the decision to start a new life in Minnesota.

Patrol Supervisor Morgan Hill Police Department
9/2017 - 1/2021

Morgan Hill Police Department
www.morgan-hii.ca.gov
16200 Vineyard Blvd

Hours worked per week: 40
Monthly Salary: \$11,500.00
of Employees Supervised: 4
Name of Supervisor: Shane Palsgrove - Chief
May we contact this employer? Yes

Morgan Hill, California 95037
14087792101

Duties

Patrol Supervisor of the Morgan Hill Police Department, which is comprised of officers and a patrol corporal on a shift. Supervisor provides leadership, supervision, assures efficiency, effectiveness of shift personnel and compliance with department procedures and policies.

- Managed and supervised the Multiple Service Officers in the Department
- Supervised the Department Critical Incident Review Board
- Managed and supervised Chaplaincy Program at Morgan Hill Police Department
- Conducted staff evaluations, created performance improvement plans for officers
- Worked on and owned specific areas in the Strategic Plan for the Department

Reason for Leaving

I was asked to move into the role of Administrative Sergeant

Special Operations Supervisor Morgan Hill Police Department 5/2013 - 9/2017

Morgan Hill Police Department
www.morgan-hill.ca.gov
16200 Vineyard Blvd.
Morgan Hill, California 95037
14087792101

Hours worked per week: 40
Monthly Salary: \$10,500.00
of Employees Supervised: 8
Name of Supervisor: Shane Palsgrove - Chief
May we contact this employer? Yes

Duties

Served as the supervisor of the Morgan Hill Police Department Special Operations Bureau responsible for overseeing 5 detectives, 1 school resource officer, and 2 task force agents. Public relations officer, special tactics and weapons regional team leader for the City of Morgan Hill and Gilroy. Supervisor responsible for Police support and safety oversight for all major events in the City of Morgan Hill. Responsible for Internal Affairs Investigations assigned by the Captain or Chief. Managed overall budget for the bureau and SWAT Team.

- Management and supervision of Domestic Violence Grant – to ensure victims of domestic violence receive resources needed to hold all offenders accountable in the court of law.
- Responsible for monitoring, tracking, and evaluating performance goals to fulfil the Cal. Grip Grant (The California Gang Reduction, Intervention and Prevention)– Program committed to a collaborative approach to provide early intervention, reentry services, education programs, community services and targeted law enforcement suppression efforts.
- Supervised the team who managed the "Safe Parking Project" – partnership with a local church to provide families living in trailers a safe place to park at night.
- Conducted yearly evaluations, developed goals and objectives for each detective and task force agent.
- Collaborated with city agencies, county agencies and federal agencies
- Partnership with the Non-Profit Organization "Living above the Influence" which directly worked with the Latino population in Morgan Hill which was 38% of the total population.
- Partnership with the District Attorney's Office, Probation Department and Parole.
- Regional S.W.A.T Team leader

Reason for Leaving

The time for my rotation was completed and I was moved back to the patrol division.

Patrol Supervisor Morgan Hill Police Department 9/2011 - 5/2013

Morgan Hill Police Department
www.morgan-hill.ca.gov
16200 Vineyard Blvd.
Morgan Hill, California 95037
14087792101

Hours worked per week: 40
Monthly Salary: \$10,000.00
of Employees Supervised: 7
Name of Supervisor: Shane Palsgrove - Captain
May we contact this employer? No

Duties

Patrol Supervisor of the Morgan Hill Police Department, which is comprised of officers and a patrol corporal on a shift. Supervisor provides leadership, supervision, assures efficiency, effectiveness of shift personnel and compliance with department procedures and policies.

- Supervised Field Training Program
- Team Leader Regional City of Morgan Hill and Gilroy S.W.A.T. Team
- Defensive Tactics Instructor

Reason for Leaving

I was asked by Chief Swing to move into the Special Operations Division as the Supervisor.

Morgan Hill Police Person Crimes Detective

8/2009 - 9/2011

Morgan Hill Police Department
www.morgan-hii.ca.gov
16200 Vineyard Blvd
Morgan Hill, California 95037
14087792101

Hours worked per week: 40
Monthly Salary: \$9,400.00
of Employees Supervised: 0
Name of Supervisor: Jerry Neumayer - Captain
May we contact this employer? Yes

Duties

Served as the Person Crimes Detective of the Morgan Hill Police Department responsible for investigations of crimes against persons, such as homicides, sexual assaults, robberies, and sex offenders. I oversaw and worked with state and federal agencies to investigate crimes which crossed our city and county jurisdiction. I was the lead in all sexual predators in the city and making sure each was following compliance. I worked with I.C.A.C (Internet Crime Against Children) which the team was based out of San Jose Police Department.

Reason for Leaving

I promoted to the position of Sergeant.

Morgan Hill Police Officer

7/2008 - 7/2009

Morgan Hill Police Department
www.morgan-hii.ca.gov
16200 Vineyard Blvd
Morgan Hill , California 95037
14087792101

Hours worked per week: 40
Monthly Salary: \$8,500.00
Name of Supervisor: Troy Hoefling - Sergeant
May we contact this employer? Yes

Duties

Patrol Officer dedicated to protecting and serve the community of Morgan Hill and those who visited the city. Maintained all laws, statues, codes and ordinances. Used my verbal skills to de-escalated incidents to find the lowest level of officer presence to rectify the situation.

Reason for Leaving

I tested and was selected to be the Person Crimes Detective.

Patrol Officer

6/2004 - 7/2008

Newark Police Department
www.newark.org
37101 Newark Blvd.
Newark , California 94560
510-578-4000

Hours worked per week: 40
Monthly Salary: \$7,500.00
of Employees Supervised: 0
Name of Supervisor: Chomman Loth - Captain
May we contact this employer? Yes

Duties

Patrol Officer dedicated to protecting and serving the community and those who visit. I was the student resource officer and taught G.R.E.A.T. (Gang Resistance and education training) at the Junior High School.)

Reason for Leaving

I made the decision to lateral to the Morgan Hill Police Department

Student Ministries Pastor

7/2001 - 6/2004

Church of the Chimes
www.cotconline.org
1447 Bryan Ave
San Jose , California 95118
14087233600

Hours worked per week: 40
Monthly Salary: \$6,000.00
of Employees Supervised: 3
Name of Supervisor: Karl Overbeck -
Lead Pastor
May we contact this employer? Yes

Duties

Responsible for development and training of paid and volunteer leaders, implementation of new curriculum, program evaluation, preparation for quarterly and annual assessment reports and department operating budget for three separate ministries – Junior High, High School and College.

Reason for Leaving

I left the church and was hired by the City of Newark as a Peace Officer.

5th grade teacher

8/1999 - 6/2001

Milpitas Christian School
www.milpitaschristian.org
3435 Birchwood Lane
San Jose , California 95132
4089456530

Hours worked per week: 40
Monthly Salary: \$4,800.00
of Employees Supervised: 23
Name of Supervisor: Judy Morashi -
Principal
May we contact this employer? Yes

Duties

Responsible for the development and application of classroom standards to meet and maintain a high level of learning. Evaluate student's performance and prepare progress reports. Establish learning objectives, and goals. Develop and implement effective learning programs through oral presentations, workshops, class discussions and individual instruction.

Reason for Leaving

I left the school and took the Student Ministries job at Church of the Chimes.

Certificates and Licenses

Type: Commission of Peace Officer Standards and
Training Advanced Certificate

Number: A 87139

Issued by: State of California Department of Justice

Date Issued: 4 /2011 Date Expires:

Type: Commission of Peace Officer Standards and
Training Supervisory Certificate

Number: S 83462

Issued by: State of California Department of Justice

Date Issued: 3 /2013 Date Expires:

Type: Sherman Block SLI Leadership Program

Number: 9180-12318-15

Issued by: Commission on Peace Officer Standards and Training

Date Issued: 7 /2015 Date Expires:

Type: Crisis Intervention Training
Number: 2270-20801-16
Issued by: Santa Clara County Department of Mental Health
Date Issued: 2 /2017 Date Expires:

Type: Assertive Supervision
Number: 9750-12100-17
Issued by: Marin Consulting Associates
Date Issued: 4 /2018 Date Expires:

Type: Leadership and Accountability
Number: 9750-10040-17
Issued by: Marin Consulting Associates
Date Issued: 4 /2018 Date Expires:

Type: Academy Instructor Certification Course
Number: 2540-21705-15
Issued by: South Bay Regional Training Consortium
Date Issued: 6 /2016 Date Expires:

Type: Special Weapons and Tactics Commander
Number: 1185-23030-14
Issued by: California Association of Tactical Officers
Date Issued: 1 /2015 Date Expires:

Type: Defensive Tactics Instructor
Number: 2540-21635-11
Issued by: South Bay Regional Training Consortium
Date Issued: 6 /2012 Date Expires:

Type: LGBT + POST Instructor
Number:
Issued by: Napa Valley Regional Police Academy/ Community College
Date Issued: 5 /2021 Date Expires:

Skills

Office Skills

Typing:
Data Entry:

Languages

English - Speak, Read, Write

Additional Information

Honors & Awards

Named Employee of the Year for the City of Morgan Hill 2010

Honors & Awards

Named Blue and Gold recipient for the City of Morgan Hill 2011

Honors & Awards

Graduate of Sherman Block Leadership Institute July 2015

Honors & Awards

Regional S.W.A.T. team leader City of Morgan Hill and City of Gilroy

Honors & Awards

Authored Fireworks Staff report to change the City of Morgan Hill M.O.U. fine and citation ordinance

Honors & Awards

Master of Science - Justice Studies from San Jose State University 2018

Volunteer Experience

Living Above the Influence a non-profit organization in the Community of Morgan Hill and the great region. Dedicated to meet the physical and emotional needs of the Latino Community.

References

Personal

[Redacted]

Professional

[Redacted]

Personal

[Redacted]

Professional

[Redacted]

Professional

[Redacted]