

PROFESSIONAL PROFILE

Accomplished law enforcement professional offering 33 years' law enforcement experience spanning a multitude of assignments. Extensive history of partnering with local, state and federal law enforcement in formulating multi-contingency strategies for pursuing diverse criminal investigations and joint operations. Experience supervising/mentoring large law enforcement teams, and handpicking/guiding members of specialized and investigative teams. Skilled in administering of large-scale programs and overseeing highly complex investigative efforts. Articulate and confident instructor and professional development coach adept at orchestrating classroom and field training sessions covering vast range of law enforcement and tactical performance skills.

CAREER EXPERIENCE

Valencia College (2008 – Present)

Adjunct college professor in the Criminal Justice curriculum, responsible for the developing, administrating, and executing of lesson plans in an effective learning environment.

Valencia Criminal Justice Institute, Police Academy (2006 – Present)

Academy Instructor responsible for developing and implementing lesson plans by lecturing, media, power point, and interactive participation to respective law enforcement officers.

Orange County Sheriff's Office, 2500 West Colonial Drive, Orlando, Florida, 32804

Captain of the Special Operations Division, Street Crime Section (1/2011 to 3/31/2012, *retired*)

Leading, managing, overseeing and directing tactical patrol and covert operations. The units include: Anti-Tactical Patrol (TAC), Problem-Oriented Policing (POPS), Gang Enforcement and Juvenile Arrest and Monitoring (JAM) units.

Captain of the Training Section (1/2006 to 1/2011)

Formulated and executed all high-liability training for agency. Directed operations of Policy changes/development, firearms training, professional development, media/video production, police academy, wellness center, and law enforcement vehicle operations utilized by all agency members (sworn/civilian) and other law enforcement agencies. Responsible for agency training payroll overtime, purchases and supplies, administering \$1 million budget.

Some Key Contributions:

- *Developed high liability training lesson plans (lecture/practical) based on agency issues, legal updates, local officer safety concerns as well as national violent trends. Scenario based and force on force training implemented. Raised the bar on training bringing the young deputies minds where their body hasn't been.*
- *Research, development testing, policy, implementation of the Pursuit Intervention Technique (PIT) and tactical response.*
- *Developed and created a new quarterly Training newsletter, "The Warrior".*
- *Initiated cost effective computer based training. As well as a training DVD library, called "Training on Demand" volumes I, II, etc.*
- *Developed menu style training for our civilian employees personal growth.*
- *Led by example and served as Firearms Instructor, General Subjects Instructor, Lead Instructor.*
- *Utilized grants and forfeiture moneys to purchase weapon systems and other equipment to enhance sworn personnel performance and success during violent encounters.*

Captain of Night Watch Commanders, Uniform Patrol Division (10/2005 to 1/2006)

Oversaw various division departments, including Uniform Patrol, Canine Unit, Aviation Section in daily law enforcement functions and high-risk incidents. Directed teams of 175+ deputies. Handled professional development and performance monitoring of lieutenant watch commanders and first-line supervisors.

Captain of Criminal Investigation Division (2002 to 2005)

Responsible for administrative duties and managing over 100+ sworn and civilian personnel. This Section includes; robbery, auto theft, property crimes, rico/organized & economic crimes, computer crimes, pawn/nuisance abatement, crime analysis.

Captain, Sector Commander, Uniform Patrol Division (2000 to 2005)

Oversaw all patrol operations, administrative duties and managing 85+ sworn personnel responsible for all patrol operations, criminal investigative operations and special details in the Tourist Oriented Policing Section, providing law enforcement services to International Drive and Tourist areas of Orange County. This command encompassed the 2nd largest tourist destination in the country. The most noted area attractions are the Walt Disney World theme parks and hotels, Sea World and the International Drive corridor.

Lieutenant, Assistant Sector Commander, Uniform Patrol Division (1998 to 2000)

Assisted the Sector Commander in supervising all patrol operations, administrative duties and managing 85+ sworn personnel responsible for all patrol operations, criminal investigative operations and special details in the Tourist Oriented Policing Section, providing law enforcement services to International Drive and Tourist areas of Orange County.

Lieutenant in Special Operations Division/ Intelligence Unit (1994 to 1998)

Leading, coordinating and managing sensitive investigations and undercover operations. Oversaw the felony unit, and the vice unit who performed surveillance and apprehensions of dangerous felons, sex offenders, and prostitution related investigations.

Patrol Sergeant, Uniform Patrol Division (1991 to 1996)

Served in Patrol Supervisor and S.W.A.T. Team Sergeant capacities during tenure. Handled daily supervision, mentoring and training of various squads/units. Coordinated prompt law enforcement responses to all situations requiring police presence. Ensured full compliance with safety and organizational standards.

Also held positions of Tactical Sergeant, Community Policing Sergeant, CID Corporal, Intelligence Agent, Detective, Undercover Agent (numerous assignments) and Patrol Deputy.

20-Year S.W.A.T. Team Veteran, held positions of Team Leader, Sniper, Certified Rappel Master, and Tactical Trainer. Also as a lieutenant remained active on SWAT as the senior intelligence officer and designed the callout intelligence report form.

EDUCATION AND CREDENTIALS

Master of Science in Public Administration

Troy State University, Alabama

Bachelor of Arts in Criminal Justice Administration

Rollins College, Winter Park, Florida

Command Officer's Development Course

Southern Police Institute Louisville, Kentucky

Associate of Science in Police Science

Bergen Community College, Paramus, New Jersey

Force Science Institute

University of Mankato, Minnesota

Job-related Training

- National Intelligence Academy – Executive Seminar
- Leadership and Quality Policing - IACP
- Strategic Leadership for Progressive Law Enforcement - FDLE
- Executive IACP – Managing a Training Unit
- Executive Development - FDLE
- Management & Line Supervision –Valencia Community College
- Liability Management, Performance Enhancement – Gallagher-Westfall Group
- Advanced Tactical Management – R. M. McCarthy
- Incident Command System –Intermediate
- Instructor Techniques –FDLE
- Techniques, Mental Preparation for Armed Confrontations
- Firearms Instructor- FDLE
- Caliber Press Street Survival
- Advanced H&K, MP5 Operator
- Protective Security Operations, U.S. State Department
- Dignitary Protection, U.S. Secret Service
- Florida Fire Academy, Ocala, FL - Rope Technician/Rescue 1, 2, and 3.
- On Rope 1 Training Course – Rope Technician/Climbing
- Fast Roping, FDLE SWAT and Miami P.D.
- Numerous SWAT/Tactical Schools to include Police Sniper, Intermediate SWAT, an Basic SWAT Seminar.

(Numerous other related training provided upon request)

Instructor Certifications

- Professor (Adjunct) Criminal Justice at Valencia College State College
 - Orange County Sheriff Office Agency Trainer/ Instructor
 - Firearms Instructor FDLE (Academy/In-service)
 - Police Academy Valencia College- (CJIT)
 - FDLE CMS Certified Instructor
 - Tactical Ballistic Shield Instructor
 - Certified Rappel Master
 - CPR Instructor
 - H&K MP5 (Machine Pistol) Instructor
 - Basic Edged Weapons Instructor
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Awards

- Numerous awards for *bravery, armed combat, life saving and administrative excellence.*
- **1988 Deputy Sheriff of the Year** - Kiwanis Club
- **1989 Deputy Sheriff of the Year** - State of Florida Governor's Award for saving the lives of three fellow deputies during a SWAT operation. (Two separate SWAT operations)
- **2 Combat Medals** – Two personally involved shootings both eliminated the threat and resulted in saving several deputies lives.
- **Administrative Excellence Award** for creating the "*Prostitution Mapping*" program and changing Florida law regarding working prostitute's w/aids.
- **3 Merit Awards** – Life Saving (Citizen and Deputies)
- **Distinguish Service Award** (20-years SWAT)
- **Community Award** from the citizens of Arbor Woods Complex Community
- **Numerous Unit Citations**
- Numerous letters of Appreciation Certificates
- 6 years competitor International SWAT Round Up, all top 10 finishes and 25 year Instructor of advance rappelling skills.

Thomas M. Foster

September 13, 2013

Sandi Bolser
City of Bunnell
City Clerk's Office
P.O. Box 756
Bunnell, Fl. 32110

Re: Chief of Police Vacancy

Enclosed, you will find summarized the wealth of experience, qualifications and accomplishments I offer the position of **Chief of Police**.

Throughout a career spanning over 33 years, I have advanced through a vast range of high-level appointments with the Orange County Sheriff's Office in Orlando, Florida. As you will find detailed I have assembled, trained and supervised several large, cross-disciplinary law enforcement teams; and have administered multiple small-to large-scale programs in areas such as criminal investigations, tactical operations, crime deterrence, facilities security, emergency response and S.W.A.T. In addition, I have also managed and coordinated the off-duty law enforcement services for the University of Central Florida football this opportunity gave me the skills I need to manage a small to mid size police agency with no difficulty.

My core qualifications and accomplishments are detailed in the attached resume, and include:

- Improving performance efficiency by developing high liability training, lesson plans (lecture/practical) based on agency issues, legal updates, local officer safety concerns as well as national violent trends. Scenario based and force on force training implemented.
- Driving increase in productivity levels for a Specialized Patrol, Street Crimes Section due to philosophy change and improved effectiveness of work practices.
- Expertly handling special events and disaster response while Night Watch Commander of the Uniform Patrol Division including hostage situations, barricaded suspects, dignitary protection, and large-scale emergency services.
- Adeptly administering and allocating resources for the most effective utilization of budgets of up to \$2.5M; as well as applying for and receiving millions in grant funding.

I am well suited for the position of Chief of Police and anticipate hearing from a representative regarding an interview. Thank you in advance for your consideration in reviewing my application.

Sincerely,

Tom Foster

Enclosure