

Evander Collier IV

Police Chief

Accomplished and versatile law enforcement leader with 30+ years of service to community. Demonstrated success building and sustaining strong community, strategic partner and stakeholder relationships; known for collaborative, "lead from the front" approach in driving reductions in crime and improving productivity of departments. Skilled manager, adept at developing staff; educating citizens and elevating organizational competence and capabilities. Poised communicator and public speaker, proven capable of tailoring messaging to wide array of audiences, including community, government, law enforcement and media professionals.

Police Leadership & Management
Employee Training & Development
Emergency Preparedness
Strategic & Tactical Planning

Community Policing & Engagement
Fiduciary/Budget Management
Policy & Procedure Design
Program Management

NIMS/ICS Certified
Inter-Agency Cooperation
Crowd/Crisis Management
Change Leadership

Professional Experience

JACKSONVILLE SHERIFF'S OFFICE, Jacksonville, FL

May 1989–June 2020

A 3.5K employee, CALEA accredited agency that receives and responds to 1.4M citizen calls per year for largest contiguous metro area in the U.S., with a population of 1.5M residents.

Police Lieutenant (Jun 2015–June 2020)

Patrol Watch Commander

Lead 3 sergeants and 35 officers in design and deployment of proactive crime reduction and community engagement strategies, as well as responses to citizen calls for service in Zone 4, (Riverside, Avondale, Ortega and Westside), to include Naval Air Station Jax and Cecil Field; the Jacksonville Equestrian Center. Collaborate with neighboring and overlaying agencies—Clay County Sheriff, Florida Highway Patrol and military police agencies. Monitor and track crime data to formulate initiatives. Represent agency at community, business and government meetings; hold media briefings to update community on incidents. Manage headcount and compensation budget.

- Increased community outreach through completion of 50+ Lieutenant Neighborhood Community Walks, thus far.
- Decreased residential burglaries in Zone 3.2%–4.79% YOY for 4 years; realized improvements through regular pawn shop inspections, warrant checks, truant apprehensions, directed deployments, community walks and education.
- Improved citizens' preparedness by initiating and facilitating Citizens' Response to Active Shooter Events (CRASE) to better prepare 250+ citizens for active shooter events.
- As member of Neighborhood Accountability Board, provided opportunity for 90% of the 250+ first-time, juvenile offenders charged with petty crimes to avoid serious legal consequences through completion of programs.
- Elevated public education regarding residential burglary by performing neighborhood walks, disseminating educational materials and holding monthly sub-sector meetings.
- Led Agency's participation in joint exercise with military personnel; trained all Zone personnel.

Assistant Chief of Police (Apr 2011–Jun 2015)

Zone Commander

Spearheaded policing efforts in Zone 1, comprised of the city's epicenter, Downtown, Springfield and Eastside, through 160 police officers. Prepared and provided training, oversaw termination and discipline and managed budget. Represented agency at community, business and government meetings. Conducted media briefings to educate and/or update public. Guided planning and execution of multiple large-scale special events.

- Boosted community engagement in Zone by mandating Lieutenants' Neighborhood Community Walks to gather insights, foster relationships and identify opportunities for improvement.
- Steered Zone's effective policing for high-profile, large audience events, such as 4th of July, Gator Bowl Games, Jazz Festival and Art Walks.

Assistant Chief of Police, *continued***Crimes Against Property Assistant Chief**

Oversaw operation of Burglary Crime, Economic Crime, Crime Scene, Crime Lab and Photo Lab Units through leadership of 130 detectives and civilian employees. Administered and controlled overtime, equipment and purchase budgets of \$45K-150K.

- Coordinated the 29th Annual Preventing Crime in the Black Community Conference for 2K+ attendees in partnership with Attorney General's Office; managed facility/event logistics and security ; personally facilitated youth program.
- Improved efficiency; reduced officers out-of-service time used holding crime scenes by expanding training for major crime investigations, increased qualified personnel from 4 to 30.
- Upgraded Crime Scene equipment; enabled more thorough and timely investigations by vetting equipment providers and securing \$300K funding to procure and deploy 3D camera.
- Increased department's Crime Scene Detective analytical capabilities and employee competence by supporting training of 2 additional staff in blood spatter analysis, to bring qualified personnel to 3 for area.
- Boosted clearance rate of Economic Crimes Unit from 6% to 11.40 over 3 year period and above national average by assessing and revising antiquated policies and criteria.
- Delivered 12.8%–14.6% Burglary Clearance rates, well above 9.2%–9.5% national average ('13-'15).

Police Lieutenant (Apr 2006–Apr 2011)

Progressed through leadership of several sections and programs, including Patrol Watch Commander, Operation Safe Streets Section Chief and TIAA Bank Stadium Commander.

Patrol Watch Commander

Supervised 2 sergeants and 30 officers responsible for performing patrol operations in Zone 2, Arlington and Intracoastal West, an area with vehicular burglaries, armed robberies and other violent crimes.

- Resolved union dispute and defended Agency's position successfully due to excellent knowledge of contract.
- Instituted monthly violent crime review program to elevate awareness and reduce crime.

Operation Safe Streets Section Chief

Led 5 sergeants and 75 officers in deployment in city's violent areas. Developed and implemented training curriculum for police problem solving strategies, leadership and violent crime initiatives. Managed \$3-5M budget. Partnered with the Police Executive Research Forum (PERF).

- Reduced city's homicides 50% and violent crimes 30%–40% YOY for 4 consecutive by initiating problem-solving policing in violent crime areas and as agency subject matter expert, trained ~200 officers and supervisors.
- Initiated and implemented Lieutenant Neighborhood Walks.

TIAA Bank Stadium Commander

Led policing and safety operations for stadium, such as NFL and college football, concerts and corporate events through 100+ officers and as many as 85k+ fans.

- Developed strategies and emergency response/evacuation plans in collaboration with TIAA security staff.
- Supported well-attended Metro Park activities, such as World of Nations and Rockville concerts.

Police Sergeant (Apr 2000–Apr 2006)

Held multiple leadership roles, as Homicide Supervisor, Burglary Supervisor, Community Oriented Policing Strategy (COPS) Supervisor and Field Force Supervisor.

COPS/Field Force Supervisor

Led 10–12 officers in response to citizen calls in Zone 5, the most rural zone in the NW area of the county. Supervised rapid and organized deployment of field force to restore order, move crowds, rescue victims or isolate problem areas. Fostered relationships within the community by planning and executing events.

- Increased interaction and communication with community through organization and execution of Sheriff's Walks and monthly Sheriff's Advisory Council meetings.
- Recognized as an "up and coming" minority leader with *YMCA First Coast Black Achievers' Award*, 2003.

Burglary Supervisor

Managed 5 detectives in investigation of property crimes for 3K+ incidents.

- Improved efficiency of department by prioritizing resource allocation to highest-valued property loss.
- Sustained above national average clearance rates.

Police Sergeant, continued

Homicide Supervisor

Supervised 4 detectives responsible for conducting 500+ unnatural death, homicide and police shooting investigations.

- Maintained clearance rate above the national average.

Police Officer (May 1989–Apr 2000)

Protected lives and property; enforced city ordinances and laws of the State of Florida in community-based approach. Documented incidents and allegations of criminal activity through written or computerized reports. Conducted investigations, interviews and/or interrogations with witnesses, victims and suspects. Collected evidence, carried out surveillance, apprehended violators, issued citations, made arrests for probable cause; testified in court, as necessary.

- Served as key liaison between the Sheriff's Office and the Jacksonville Housing Authority.
- Coordinated crime prevention activities and organized Neighborhood Watch program for JHA properties.
- Initiated and oversaw afterschool teen engagement program; organized homework assistance, sports and special events for ~12 participants to foster positive relations and provide positive role model for youth.

Education

Master of Arts, Public Administration —UNIVERSITY OF MICHIGAN	2001
Bachelor of Arts, Psychology; minor in Criminal Justice —UNIVERSITY OF NORTH FLORIDA	1998
Associate of Arts, General Education —UNIVERSITY OF FLORIDA	1989

Certifications

Administrative Officer Commander (AOC), Master—UNIVERSITY OF LOUISVILLE, SOUTHERN POLICE INSTITUTE
 Advanced Law Enforcement Rapid Response Train-the-Trainer (ALERRT)—TEXAS STATE UNIVERSITY
 National Emergency Response & Rescue Training—TEXAS A&M ENGINEERING EXTENSION & FEMA
 Leadership Development Institute—JACKSONVILLE SHERIFF'S OFFICE
 Leadership Development Program—HAL RESNICK, WORK SYSTEMS ASSOCIATES & UNIVERSITY OF NORTH FLORIDA
 Seven Habits of Highly Effective People—JACKSONVILLE CHAMBER OF COMMERCE
 Florida Department of Law Enforcement (FDLE) Instructor—STATE OF FLORIDA

Training & Development

Leadership Development Institute	Leading Law Enforcement into the 21 st Century
Police Executive Development	Building Bridges/Conference Facilitation Techniques
Racial Profiling	Stress Management
Kinesis	Seven Habits of Highly Effective People
In-depth Leadership	Supervising the Detective Division
Instructors Techniques	Advanced Report Writing
Criminal Law	Death & Injury Investigation
Advanced DUI Investigations	Radar Operations
Sex Crimes Investigations	Advanced Field Training
Advanced Traffic Crash Investigations	Building & Maintaining a Sound Behavioral Climate
Interviews & Interrogations	Advanced Homicide Investigations
Advanced Internal Affairs Investigations	

Professional & Community Affiliations

INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE— Member	2018–Present
JACKSONVILLE POLICE BROTHERHOOD— 3rd Vice President	2010–Present
<i>Past:</i> PROJECT YOUTH LINK/JUVENILE JUSTICE SECOND CHANCE ACT— Advisory Board Member ; POP WARNER YOUTH FOOTBALL— Coach ;	
NATIONAL ORGANIZATION OF BLACK LAW ENFORCEMENT EXECUTIVES (NOBLE), Greater Jacksonville Chapter— Vice President	