

EMPLOYMENT APPLICATION		
	<b>CITY OF NORTH MIAMI</b> 776 NE 125 Street North Miami, Florida 33161 305.895.9863 <a href="http://www.northmiamifl.gov">http://www.northmiamifl.gov</a> <b>DOTSON, Doyle SAMUEL</b> <b>2013 -00222 POLICE CHIEF</b>	<b>Received: 8/8/17 11:02 AM</b> <b>For Official Use Only:</b> QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____

PERSONAL INFORMATION		
<b>POSITION TITLE:</b> POLICE CHIEF	<b>EXAM ID#:</b> 2013 -00222	
<b>NAME:</b> (Last, First, Middle) DOTSON, Doyle SAMUEL	<b>SOCIAL SECURITY NUMBER:</b> N/A	
<b>ADDRESS:</b> (Street, City, State, Zip Code)		
<b>HOME PHONE:</b>	<b>ALTERNATE PHONE:</b>	<b>EMAIL ADDRESS:</b>
<b>DRIVER'S LICENSE:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> State: <input type="checkbox"/> Number:	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No

PREFERENCES	
<b>PREFERRED SALARY:</b> \$76.00 per hour; \$160,000.00 per year	<b>ARE YOU WILLING TO RELOCATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b> Regular	
<b>TYPES OF WORK YOU WILL ACCEPT:</b> Full Time	
<b>SHIFTS YOU WILL ACCEPT:</b> Day, Evening, Night, Rotating, Weekends, On Call (as needed)	
<b>OBJECTIVE:</b> Mission-focused performer with a leadership record of results in transforming complacent organizations, managing through crisis and bringing best business practices into law enforcement and city government.	

EDUCATION		
<b>DATES:</b> From: To:	<b>SCHOOL NAME:</b> Fontbonne University	<b>DEGREE RECEIVED:</b> Master's
<b>LOCATION:</b> (City, State) Saint Louis, Missouri	<b>DID YOU GRADUATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>UNITS COMPLETED:</b>
<b>MAJOR:</b> Masters of Business Administration		
<b>DATES:</b> From: To:	<b>SCHOOL NAME:</b> Webster University	<b>DEGREE RECEIVED:</b> Bachelor's
<b>LOCATION:</b> (City, State) St. Louis, Missouri	<b>DID YOU GRADUATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>UNITS COMPLETED:</b>
<b>MAJOR:</b> Business		

WORK EXPERIENCE		
<b>DATES:</b> From: 1/2013 To: 4/2017	<b>EMPLOYER:</b> Metropolitan Police Department - City of St. Louis	<b>POSITION TITLE:</b> Chief of Police
<b>ADDRESS:</b> (Street, City, State, Zip Code) 1915 Olive, Saint Louis, Missouri 63103		<b>COMPANY URL:</b>
<b>PHONE NUMBER:</b> 3144445624	<b>SUPERVISOR:</b> Francis Slay - Mayor	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$10,000.00/month	<b># OF EMPLOYEES SUPERVISED:</b> 1800
<b>DUTIES:</b> Mission-focused performer with a leadership record of results in transforming complacent organizations, managing through crisis and bringing best business practices into law enforcement and city government.  > Provided stable leadership for 1,300-member police force during the longest period of civil unrest in the nation's history and exhaustive 24/7 worldwide media coverage.  ST. LOUIS METROPOLITAN POLICE DEPARTMENT 1993-2003; 2004-2017  Positioned complacent quasi-military organization to meet 21st Century policing challenges by upgrading technology resources, altering the use-of-force model to incorporate de-escalation, focusing on community outreach and making information freely available.  Colonel		

**Police Commissioner, City of St. Louis (2012–2017)**

Managed the business of law enforcement for a community of 320,000 residents within a 66-square mile metropolitan area. Oversee daily operations while providing strategic leadership to an organization of 2,000 employees and administering \$180 million annual budget.

Identified and implemented law enforcement best practices to assure officer and community safety while minimizing risk of judicial oversight and consent decrees.

Provided directional leadership for the officer recruitment and hiring process. Address issues of officer training, misconduct and/or corruption.

Oversaw Police Academy, Crime Lab and Public Safety Answer Point (Communication Division), one of only about a dozen organizations worldwide to receive the TRI-ARC Award of Excellence from The Commission on Accreditation for Law Enforcement (CALEA).

**Crime Reduction Leadership**

- > Lowered crime nearly 22% by restructuring 9 policing districts to 6.
- > Focused technology, re-balanced workloads to concentrate officers in highest crime areas and emphasizing prevention.
- > Supported intervention efforts targeting troubled youth and young offenders through partnerships with Better Family Life, MO Department of Probation & Parole and the judicial system.

**Operational Leadership**

- > Leveraged technology to increase effectiveness of the smallest police force in City history: implemented Real Time Crime Center (cameras, license plate reader and shot spotter), June 2015.
- > Improved officer recruitment and retention by crafting 5-year strategic plan to address internal and external morale, officer mental health/quality of life and crime interdiction/intervention.
- > Intentionally achieved the most diverse workforce of larger policing agencies in Missouri.

**Process Improvement Leadership**

- > Changed use-of-force model to include de-escalation and refocused the agency on community outreach and engagement following Ferguson event, August 2014.
- > Increased information sharing, accountability and effectiveness among internal and external stakeholders by reviving CompStat performance management system.

**REASON FOR LEAVING:**

Service retirement

<b>DATES:</b> From: 10/1993 To: 4/2017	<b>EMPLOYER:</b> City of St. Louis - Metropolitan Police Department	<b>POSITION TITLE:</b> Various Ranks as a Commissioned Police Officer
<b>ADDRESS:</b> (Street, City, State, Zip Code) 1915 Olive St., Saint Louis, Missouri 63103		<b>COMPANY URL:</b>
<b>PHONE NUMBER:</b> 314.444.5624	<b>SUPERVISOR:</b> Francis Slay - Mayor	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$0.00/month	<b># OF EMPLOYEES SUPERVISED:</b>

**DUTIES:**

- > Investigated organized crime activities, extremist groups and suspected political corruption.
- > Conducted threat assessments, and provided liaison to Chief of Police at major public events.
- > Protected visiting dignitaries and public figures.
- > Official spokesperson regarding scheduled local, state and national events.
- > Partnered with Missouri State Highway Patrol to prepare overall security plan for National Governors' Association Meeting—an event including presidential visit, numerous offsite locations and contingencies for mass arrest of protesters, some with disabilities.
- > Recognized by St. Louis City and County Police Departments, U.S. Secret Service, FBI and St. Louis Archdioceses for efforts related to security planning for historic Papal visit, January 1999.
- > Coordinated safety and crowd control with federal, state and local agencies.

**REASON FOR LEAVING:**

Service Retirement

<b>DATES:</b> From: 5/2011 To: 12/2012	<b>EMPLOYER:</b> Mayor's Office City of St. Louis	<b>POSITION TITLE:</b> Director of Operations (City Manager), City of St. Louis
<b>ADDRESS:</b> (Street, City, State, Zip Code) 1200 Market, Missouri		<b>COMPANY URL:</b>

<b>PHONE NUMBER:</b> 314.622.3201	<b>SUPERVISOR:</b> Francis Slay - Mayor	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b>SALARY:</b> \$9,000.00/month	<b># OF EMPLOYEES SUPERVISED:</b> 7000
<b>DUTIES:</b> Assured efficient, responsive daily operations across multiple City departments including Affordable Housing, Airport, Budget, Excise (Liquor Enforcement), Human Services, IT, Legal, Parks, Personnel, Procurement, Public Safety, Streets, Water and Workforce Development.  Oversaw an organization of 7,000 employees; managed 25 direct reports and \$1 billion annual budget.  Served as pivotal point of contact regarding politically sensitive issues of all types. Partnered with Mayor Francis G. Slay and 29 political officials to address community issues/concerns and resolve fiscal matters.  Spearheaded programs, bond issues and process improvement initiatives.  > Secured groundbreaking collective bargaining agreement in partnership with Police Officers' Union.  > Restructured struggling pension system to achieve sustainability and profitability.		
<b>REASON FOR LEAVING:</b> Promotion to Chief of Police		

<b>CERTIFICATES AND LICENSES</b>
Nothing Entered For This Section

<b>Skills</b>
Nothing Entered For This Section

<b>ADDITIONAL INFORMATION</b>
<b>Professional Associations</b> Major City Chiefs of Police, Homeland Security Committee <b>Professional Associations</b> International Association of Chiefs of Police

<b>REFERENCES</b>		
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Francis Slay	<b>POSITION:</b> Mayor City of St. Louis (retired)
<b>ADDRESS:</b> (Street, City, State, Zip Code)		<b>PHONE NUMBER:</b> 3142855881
<b>EMAIL ADDRESS:</b>		
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Richard Gray	<b>POSITION:</b> Public Safety Director (retired)
<b>ADDRESS:</b> (Street, City, State, Zip Code)		<b>PHONE NUMBER:</b> 3147794770
<b>EMAIL ADDRESS:</b>		