

## EXECUTIVE LAW ENFORCEMENT PROFESSIONAL

Leadership | Problem Solving | Law Enforcement Operations | Management | Administration

### Charles F. Kimble

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### CAREER PROFILE

#### SIGNATURE STRENGTHS

- ☆ Patrol & Investigations
- ☆ Leadership
- ☆ Conflict Resolution

Executive Law Enforcement Professional with more than 25 years of law enforcement experience managing people, budgets, and complex law enforcement investigations. Exhibited exceptional accomplishments, and received consistent promotions within the largest police organization in Cumberland County, North Carolina. With extensive experience in leadership, executive management, performance measurement, and planning success, I possess the reputation as a committed leader that does not cross unethical boundaries to accomplish tasks. I desire to use these skill sets to obtain the position of Chief of Police at the Killeen Police Department.

### COMPETENCIES / SKILL AREAS

Leadership | Strategic Planning and Operations | Workforce Management | Tactical Planning | Project Management Performance Evaluation | Audit Procedures | Budget Development/Management | Due Diligence | Human Resources Policy and Procedure | Mentoring/Coaching/Training | Analytical Reasoning | Investigations | Experienced Mediator | Continuous Improvement | Contract Negotiation | Contractor Management | Conflict Resolution | Security and Patrol functions | Inter-Departmental Functions | Risk Analysis | Local, State, Federal Agency Liaison | Punitive Measures | Quality Control Training Policy/Delivery

Computer Skills: Microsoft Office, ICS budgeting software, HR computer systems, Social media platforms

### CAREER PROGRESSION

#### SPRING LAKE POLICE DEPARTMENT

2017-PRESENT

Responsible for Police and Investigation service for municipal police department in the State of North Carolina. Implement community-oriented policing strategies and foster exceptional community relationships for the local and military communities- (Chief of Police)

#### FAYETTEVILLE STATE UNIVERSITY POLICE DEPARTMENT

2015-2017

Responsible for Police and Emergency Management operations for Fayetteville State University a Constituent Institution of The University of North Carolina - (Associate Vice Chancellor/Police Chief)

#### FAYETTEVILLE POLICE DEPARTMENT

1995-2015

HIRING/BUDGETING/POLICY DEVELOPMENT - (ASST. CHIEF OF POLICE)

SPECIAL OPERATIONS/INVESTIGATIONS - (ASST. CHIEF OF POLICE)

SPECIAL OPERATION/SUPPORT COMMANDER – (CAPTAIN)

TRAFFIC/SPECIAL OPERATION/EVENT PLANNING – (LIEUTENANT)

INTERNAL AFFAIRS/GENERAL CRIME (SERGEANT)

NARCOTICS DETECTIVE/PROPERTY CRIME (DETECTIVE)

POLICE OFFICER/SCHOOL RESOURCE (OFFICER)

**POLICE CHIEF, TOWN OF SPRING LAKE (NC)**

**2017-PRESENT**

Coordinate and manage the day to day operations of a municipal police department and the chief executive law enforcement official for the Town. Plan organize and direct comprehensive police services to include; patrol, investigations, administrative along with a robust social media outreach to the community. Part of a progressive city management team that fosters cooperative working relationships; and provide highly responsible and complex administrative support to the town.

- ◆ Responsible for operational, administrative and investigatory work of sworn officers and civilians to provide high quality police services to the town
- ◆ Foster a community policing philosophy with law enforcement, citizens, business and military partners
- ◆ Assist military partners with the Force Protection of Fort Bragg and soldiers, families, civilians assigned and living on the installation
- ◆ Work closely with local, regional and state law enforcement agencies in the execution safety plans; particularly emergency management and critical incident plans
- ◆ Work closely with the Town Manager, the Town Council, Human Resources and other town departments in developing problem solving service problems
- ◆ Frequently meet with citizen, business and civic groups to meet targets set out in 21st Century Policing strategies
- ◆ Assist in the preparation of the town budget for immediate operational plans and planning for future needs

**ASSOCIATE VICE CHANCELLOR FOR POLICE AND PUBLIC SAFETY/POLICE CHIEF, FAYETTEVILLE STATE UNIVERSITY POLICE DEPARTMENT (NC)**

**2015 – 2017**

Coordinated and managed the day to day operations of a campus police department and is the chief executive law enforcement official. Responsible for the enforcement of the laws of North Carolina, and the rules/policies of Fayetteville State University. Responsible for the safety and security of the students, staff, faculty and visitors to the University.

- ◆ Managed Police and Public Safety department and Emergency Management department with an operating budget, in excess of 3 million dollars, while tracking and overseeing the daily operations of 55 personnel and equipment
- ◆ Implemented and executed crime prevention programs in a university/campus residential setting
- ◆ Worked closely with other university departments for student success and safety
- ◆ Advisor to the University Chief Executive Officer on Emergency Management matters
- ◆ Planned and implemented event security for NCAA Division II athletic events
- ◆ Managed a 24-hour communication/dispatch center
- ◆ Worked closely with local, regional and state law enforcement agencies in the execution campus and regional safety plans; particularly emergency management and critical incident plans

**ASSISTANT POLICE CHIEF, FAYETTEVILLE POLICE DEPARTMENT (NC)**

**2009 – 2014**

Coordinated and managed all felony investigations as the Bureau Commander. Develop budget and training expectations for sworn and non-sworn personnel in the Bureau. Assisted the City's Chief Executive Officer in policy formation to meet standards established by the City of Fayetteville leadership

- ◆ Managed Bureau operating budget, in excess of 7 million dollars, while tracking and overseeing the daily operations of 130 personnel and equipment
- ◆ Managed officers and detectives assigned to federal task forces; directly responsible for all felony investigation to include homicide, sexual assault, narcotics, robbery and property crimes
- ◆ Worked closely with other City departments on developing a working budget, interpreting and developing policy, and working with third party vendors on human resource development
- ◆ Assisted the Chief Executive in developing an effective hiring and recruiting strategy to retain and recruit the best applicants for employment
- ◆ Represented the department on projects involving internal city of Fayetteville customers and/or projects with external agencies
- ◆ Identified duplication of services and formulate strategies to streamline inter-department functions
- ◆ Developed and managed police department's security plan for award winning Dogwood Festival in Fayetteville, NC

**POLICE CAPTAIN, FAYETTEVILLE POLICE DEPARTMENT (NC)**

**2009 - 2009**

Police Department Operations Support Division Commander; provided investigative and patrol support to traditional units so that mission of the department could be accomplished.

- ◆ Commanded two highly specialized divisions (Patrol & Investigations) to supplement to daily police operations
- ◆ Patrol division provided traffic enforcement and fatality collision services to assist patrol operations. Managed all special events (parades, park concerts, military liaison, canine services and airport security)
- ◆ Investigated Division included homicide investigations, narcotic and gang unit long-term investigations, 24 hour forensic services to patrol officers and detectives
- ◆ Emergency Operations Officer for the Police Department

**POLICE LIEUTENANT, FAYETTEVILLE POLICE DEPARTMENT (NC)**

**2002 – 2009**

- ◆ Positions held- Investigative Lieutenant Narcotic Unit; Patrol Watch Commander
- ◆ Coordinated resources for major incidents and investigations involving patrol operations as the senior staff member on-duty
- ◆ Supervised a staff of 15 narcotic & vice detectives; federal task force officers and a support staff of two
- ◆ Supervised and coordinated confidential/undercover narcotic investigations  
Managed a working confidential funds budget, in excess of \$150,000, and a fleet of covert vehicles and equipment

## MILITARY EXPERIENCE

**United States Army**

**1987-1990**

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## EDUCATION

**Bachelor of Science, Criminal Justice**

Liberty University, Lynchburg, VA, (2011)

**Associate of Arts, Criminal Justice**

Central Texas College, Killeen, TX, (Pope Air Force Base Campus) (1997)

**Graduate, Law Enforcement Executive Program**

North Carolina State University, Raleigh, NC (2004)

**Graduate, North Carolina Justice Academy Management Development Program**

North Carolina Justice Academy, Salemburg, NC, (2007)

**Graduate, Municipal/County Officers Course**

University of North Carolina at Chapel Hill/School of Government, (2011)

**Graduate, Police Executive Research Forum/Senior Management Institute of Policing Class #48**

Boston University, Boston, MA, (2011)

**Graduate, Federal Bureau of Investigation Executive leadership Institute**

Raleigh, NC, (2015)

**Graduate, Federal Bureau of Investigation Command College**

NC (2016)

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## CIVIC / COMMUNITY / VOLUNTEER

**Mentor – Omega Psi Phi mentoring programs; mentor of local middle and elementary schools; Board of Director for Operation Ceasefire - Part of team that produced movie about teens and gun violence; Member/Commissioner - North Carolina Sentencing and Policy Advisory Commission;**

**Volunteer – Great Oak Youth Development Center Fayetteville, NC; Boys and Girls Club of Cumberland County; Operation Inasmuch (Homeless Outreach); North Carolina Special Olympic**

**PROFESSIONAL AFFILIATIONS**

**International Association of Chief of Police (IACP)**

**International Association of Camps Law Enforcement Association (IACLEA)**

**FBI-Law Enforcement Executive Development Association (FBI-LEEDA)**

**National Organization of Black Law Enforcement Executives (NOBLE)**

**North Carolina Association of Chiefs of Police**

**North Carolina Association of Campus Law Enforcement Association**

**North Carolina Police Executives**

**Fraternal Order of Police**

**Appointed member-North Carolina Sentencing and Policy Advisory Commission**