

James W. Lowery, Jr.

Objective: Become an innovative leader for a professional law enforcement agency and community that will challenge my leadership skills by moving an organization forward utilizing my educational background, professional work experience, forward-thinking, value driven mindset, leading by example and incorporating my passion for success throughout the organization built upon collaborative efforts with the community.

Overview of Capabilities: Offers a bachelor's and master's degree and more than 37 years of professional law enforcement experience with the following abilities: Time Management, Interpersonal Relationships, Financial Planning, Budget, Leadership, Community Development, Conflict Resolution, Marketing, Critical Incident Management, Experienced Policy and Procedure Assessor and Creator, and Inter and Intra Agency Coordination, and a proven record of developing and improving community relationships with a diverse community.

Achievements:

- **Successful:** A 38-year record of innovation in a nationally recognized and awarded law enforcement agency, mentoring and challenging employees to strive for continuous improvement in all facets of service delivery. In 2016, Arlington PD was selected as one of 15 communities as a model for Advancing 21st Century Policing Initiative. I clearly have played a role in implementing processes that concentrate on the six building blocks that strengthen trust and collaboration while ensuring public safety through meaningful dialogue and cooperation. The Arlington Police Department is a Nationally TRI-ARC Accredited law enforcement agency with CALEA (Commission on Accreditation for Law Enforcement Agencies, Inc.).
- **Leader:** Implemented proactive, measurable solutions to save lives, reduce crime, and address quality of life issues that make our community safe. Engaged personnel to work for a common goal and collaboratively while ensuring accountability is maintained. Successfully built lasting relationships with all members of our diverse community. Recently drafted policies for investigating officer involved shootings and hate crimes that are frequently requested as a model for agencies located within the metroplex.
- **Innovator:** Developed a peer support group working with officers, command staff, and families to provide counseling and guidance on all officer involved shootings and other critical incidents. This group aided in the retention of officers and improvement of processes related to these events. Proposed and implemented a jail work unit, utilizing commissioned and civilian investigators reducing the workload of detectives by 10,000 cases a year - allowing them to work cases with leads rather than deal with administrative paperwork on cases that already had an arrest.
- **Community Minded:** Created the Santa Cops program working with single parent families. Program was initiated in 1986 with two officers providing food and Christmas gifts to five families. It has evolved into a program encompassing over 300 volunteers serving over 1,200 children each year. Instituted Trunk or Treat police night and Back to School Fair in the South Patrol District over the past five years. Fostered and cultivated genuine relationships with

community members of diverse backgrounds to address crime, quality of life issues and police accountability.

- **Tackles Complexity:** Co-Chair of the SWAT/Tactical Operations Center for Super Bowl XLV. Worked with Federal, State, and local agencies to develop organizational operational plans to address critical incidents, including terrorism, hostage rescue, dignitary protection, and natural disasters. Effectively trained in all aspects of the National Incident Management System (NIMS).
- **Communication/Problem Solver:** Ability to communicate clearly, written and orally, with all levels of management and inclusive of our diverse community members with a demonstrated history of excellent analytical and problem-solving skills in developing policy and procedures improving business processes.
- **Technology Driven:** Leveraged technology and intelligence to formulate effective and efficient use of resources for multi-year planning, leading to sustainable long term solutions for addressing processes/protocols and crime trends. This includes the use of dashboards, cold/hot spot mapping, predictive modeling, and Data Driven Approaches to Crime and Traffic Safety to address crime trends, traffic safety and quality of life issues.

Experience: *Arlington, Texas Police Department*

Title: **Deputy Chief** **04/2022 - Present**
Investigative and Tactical Support Division

- Responsible for the daily operational and administrative management of the newly formed Investigative and Tactical Support Division that houses 90 employees (commissioned and civilian)
- Investigative and Tactical Support Division includes the DWI Unit, Traffic Enforcement Unit, Motors, DWI Jail Work Out, SWAT, K-9, Fugitive Unit, Unmanned Aviation Unit, Special Response Team, and Reserves
- Presently holding a Secret Security Clearance issued by the FBI
- Working with Federal, State, and local agencies and responsible for management of multiple officers assigned to the United States Marshalls Service Violent Crime Task Force
- Responsible for overseeing the Investigative and Tactical Support budget of \$10 million and multiple grants and funding through Urban Area Security Initiative (UASI) of the US Department of Homeland Security (DHS)
- Appointed by the Chief of Police to sit on a panel for the Major Cities Chiefs Association working with stakeholders to develop protocols and policy regarding the use of Facial Recognition for Police

Title: **Deputy Chief** **01/2020 – 04/2022**
Technical Services Division

- Responsible for the daily operational and administrative management of the Technical Services Division that houses 130 employees (commissioned and civilian)
- Technical Services Division included the Jail, Municipal Courts, Warrant Division, Crime Scene, Property Room, Arlington Tactical Intelligence and Crime Analysis units
- Issued a Secret Security Clearance by the FBI

- Worked with Federal, State, and local agencies and responsible for management of officer assigned to the Joint Terrorism Task Force and local, state, federal Fusion Centers
- Responsible for overseeing the Technical Services budget of \$10 million and multiple grants and funding through Urban Area Security Initiative (UASI) of the US Department of Homeland Security (DHS)
- Identified and presented a budget proposal for a location and building plan that will house a new property room, crime scene, and north patrol district facility budgeted for \$16 million
- Oversight for Crime Scene unit that collects and analyzes evidence and is accredited by the ANA/ANSI-ASQ National Accreditation Board
- Developed and worked collaboratively with Tarrant County Court Administration (and internal City departments - Courts and IT) to leverage technology to facilitate probable cause and bond review - Remote Video Magistrate Project is a pilot program that will be used to build a county wide remote magistration arraignment program for all Tarrant County Law Enforcement agencies
- Responsible for producing last two years annual Report for Racial Profiling and presenting findings to Mayor and Council

Title: **Deputy Chief**

01/2018 - 1/2020

Central Investigations Division

- Responsible for the daily operational and administrative management of the Central Investigations Division that houses 115 employees (commissioned and civilian)
- Central Investigations Division includes Homicide, Fugitive Unit, Domestic Crimes, Economic Crimes, Auto Theft, Sexual Assaults, Vice & Narcotics, Crimes Against Children, and Robbery units
- Appointed by the Chief of Police as his alternate sitting on the Executive Board for the Texoma High Intensity Drug Trafficking Area and on the Executive Board for the Texas Anti-Gang Initiative
- Implemented a Gun Initiative program to address violent crime, known offenders, drugs, subjects experiencing mental crisis, and gang members with an emphasis on leveraging technology through intelligence gathering, predictive modeling, and ATF assets including eTrace and NIBIN (National Integrated Ballistic Information Network)
- Working with Federal, State, and local agencies and responsible for management of officers assigned to 7 different Task Forces that include FBI, IRS, Cyber Task Force, Homeland Security, United States Marshals service, DEA, and Tarrant County Regional Auto Crimes Task Force
- Coaching and Mentoring to high school athletes, male and female, by facilitating and promoting Coach 5-0 program - improving law enforcement relationships with the youth of our community
- Increased volunteer citizen participation to assist with administrative tasks by 7% that allowed detectives to work active cases
- Tasked with and conducted a full review and implemented changes of Central Investigations workload, policies, and procedures to amend as necessary to ensure every segment is producing the desired outcome, working under best

practices and current case law - leveraging technology to streamline investigative efforts and enhance customer service delivery points

- Responsible for overseeing the Central Investigations budget of \$11 million and multiple grants
- Created newly implemented policies defining how Officer Involved Shootings and Hate Crimes/Incidents will be investigated by the Department
- Assigned to the District Attorney's Sexual Assault Work Group to identify best practices for sexual assault investigations and evidence processing for all county wide agencies

Title: **Deputy Chief**

07/2014 - 01/2018

Field Operations Bureau - South District

- Responsible for the daily operational and administrative management of the South Field Operations Bureau that has 115 employees (commissioned and civilian)
- Collaboratively worked with a multitude of diverse community groups to address crime and quality of life issues regarding law enforcement on a local and national level including NAACP, Muslim Community, Hispanic Community, LGBT and Church Groups
- Implemented Crime fighting strategies accounting for an 8% reduction in violent Crime and an overall 7% reduction in NIBRS Crime Reporting offenses during the last year and maintained an overall clearance rate of 26% for all geographic cases with a lead
- Responsible for the public safety oversight of the city's largest tax generating source located within my District, steadfastly based on geographic and tourism policing models
- Implemented a strategic plan to resolve an overwhelming number of calls for service (-30% reduction) regarding mental health patients that were not police related without sacrificing service delivery to citizens in need
- Worked with Federal, State, and local agencies to develop organizational operational plans to address criminal activity within the District
- Resurgent effort in working with our volunteers and COP Mobile with a conspicuous effort in recognition of their service while increasing their donated time more than 5% from the previous year and increasing citizen participation in neighborhood Crime Watch Groups by 11% from the previous year
- Assisted in implementing a Restorative Justice Program with Wal-Mart that reduced calls for service with arrest by 35% and worked to expand and replicate the program to other large retail establishments within the District
- Coaching and Mentoring to high school athletes, male and female, by facilitating and promoting Coach 5-0 program - improving law enforcement relationships with the youth of our community
- Responsible for overseeing the South Field Operations Bureau budget of \$12 million

Title: **Interim Assistant Chief**

11/2013 - 07/2014

Community Support Bureau

- Responsible for the operational and administrative management of the Media Office, Community Services, Personnel & Recruiting, Training Academy,

Community Outreach, Victim's Assistance, and facilitated multiple boards of volunteer programs within the department

- Responsible for implementation of the Department's and City Council's vision and strategic initiatives which include crime reduction, increased community partnerships and improving the overall quality of life
- Represented management with labor discussions as a sitting member of a Meet and Confer board
- Implemented Random Drug Testing Policy department wide
- Implemented Hometown Recruiting Program in collaboration with the Arlington Independent School District and the University of Texas at Arlington
- Put into practice a virtual crime prevention program utilizing social media via Nextdoor.com
- Responsible for overseeing the Community Support Bureau budget of \$8 million

Title: **Lieutenant / Commander** **09/2013 – 11/2013**

Training Center and Personnel & Recruiting

- Maintained and monitored training and licensing for 640 officers to ensure compliance with the Texas Commission on Law Enforcement
- Managed and directed the hiring protocols identifying diverse qualified applicants
- Managed the scheduling, training, and oversight of recruits attending our internal state recognized basic recruit training class
- Developed awareness training regarding Lesbian Gay Bisexual Transgender (LGBT) for all department personnel working with Fairness Fort Worth
- Appointed as the Chair of the Credentialing Committee for the 2014 NCAA Final Four games

Title: **Lieutenant / Commander** **07/2011 – 09/2013**

West Patrol Day Shift and Geographic CID

- Managed day to day operations for Patrol functions and Criminal Investigations addressing crime trends and quality of life issues
- Identified and implemented Crime fighting strategies that accounted for an 8% reduction in Uniform Crime Reporting Type I offenses two years in a row, while increasing the overall clearance rate of geographic cases from 14% to 29%. During this same time frame, the unit produced more arrest and search warrants than in the previous five years combined
- Coordinated and developed policies and procedures for volunteers that allowed them to handle ancillary related matters, which provided officers more time on traffic and criminal patrols
- Established and implemented effective relationships with crime watch stakeholders and facilitated a synergistic response to everyone's concerns to a wide variety of issues related to crime and quality of life concerns within the bureau

Title: **Lieutenant / Commander** **11/2007 – 07/2011**

Special Operations

- Incident Commander for SWAT and Critical Incident Operations; effectively handled over 250 operations that resulted in successful outcomes with no officer having been injured in any of these incidents

- Implemented succession planning by identifying future SWAT leaders, developed an Executive Officer program, mentored employees in the following areas: legal aspects, command leadership, tactics, negotiation, and incident planning
- Played an integral part in the Security Planning for Super Bowl XLV and the 2011 World Series and other Mega Events that included coordination with Municipal, County, State, and Federal Agencies
- Assisted in the development and execution of Active Shooter training for the University of Texas at Arlington
- Testified as a subject matter expert at the State Court of Appeals in Austin regarding the release of After Action Reports to the media – decision was in favor of law enforcement and remains current case precedent for such issues
- Drafted and crafted new Department General Orders and Standard Operating Procedures to improve internal processes and protocols
- Represented the Police Department in the development and transition to Project 25 (P25) compliant radio communications
- Worked in conjunction with USSS to provide security for multiple former Presidents
- Participated on a National Work Panel in Washington DC regarding sUAS (small Unmanned Aircraft Systems) use by US law enforcement
- Effectively taught over 100 employees on Supervisor's Leadership Skills and Critical Incident Management

Title: **Lieutenant / Commander** **05/2007 – 11/2007**
East Patrol Midnight Shift and Geographic CID

- Utilized crime and crash analysis to effectively deploy officers to high crime and crash areas, resulting in a 20% decrease in violent crimes and a 9% reduction in crashes
- Established effective relationships with community leaders to address crime trends and quality of life issues
- Established a project management model with a focus on motivating and mentoring employees to achieve the Department's goals and objectives

Title: **Sergeant** **10/1992 – 05/2007**
Patrol/Community Services/In-Service Training

- Appointed by the Chief of Police as the Chairperson for the Employee's Relations Board; served for 10 years
- Coordinated with school officials to draft and develop annual contracts regarding the utilization of officers supporting D.A.R.E. and the School Resource Program
- Effectively worked with local retailers, educating them on the sale of merchandise that is frequently used in criminal activities
- Selected and served five years on the Arlington Boys and Girls Club Board of Directors

Title: **Officer** **03/1983 – 10/1992**
Patrol/Community Services/Warrant Division

- Patrol assigned area to protect people's lives and property. Identify and arrest people accused of criminal violations and enforce motor vehicle laws.

- Selected as a Field Training Officer below recommended time in grade
- Mentored Reserve Police Officers

Experience: *Trinity Technical Group, Inc*

Title: **Facility Security Officer**
Part Time Job

04/1988 - 03/1990

- Responsible for supervising and directing security measures within the facility that created a secure environment for employees, vendors, and company visitors
- Facility authorized to generate, hold, and destroy classified material at the Secret level - assured proper marking, safeguarding, and transmission of all classified material
- Conducted security trainings, briefings, and debriefings
- Primary contact for DSS reviews and correspondence

Education:

- Master of Science in Strategic Leadership (2007)
Mountain State University - GPA 4.0
- Bachelor of Science in Organizational Leadership (Magna Cum Laude) (2006)
Mountain State University

License/Certifications/Training:

- TCOLE Master Peace Officer's License
- Police Instructor
- Firearms Instructor
- EOD Explosive Breaching
- National Incident Management System (FEMA) IS-100, IS-200, IS-300, IS-400, IS-700, and IS-800
- Texas Driver's License Class CM
- MCATI (Managing Civil Action in Threat Incidents) - Basic, Protester Devices, and Commander's Class
- WMD - Incident Management/Unified Command
- Over 5,000 hours of certified TCOLE training
**Copy of full training record available upon request*

Awards:

- Distinguished Service Award (3x's) Arlington PD
- Life Saving Award (3x's) Arlington PD
- SWAT Award Arlington PD
- Community Service Award (3x's) Arlington PD
- Honor Guard Award Arlington PD
- Police Officer's Award Arlington PD
- Medal of Merit Arlington PD
- Salutatorian Basic Peace Officer Academy Class Tarrant County Community College
- Rotary District 5790 Vocational Excellence Award/Law Enforcement 2017

Professional Development:

- FBI National Academy #259
- Senior Management Institute for Police (PERF - Police Executive Research Forum)
- 7 Habits of Highly Effective Law Enforcement Leaders
- LEMIT - Law Enforcement Management Institute of Texas (Modules I, II, & III)
- 50th Command Institute for Law Enforcement Executives
- 56th School of Supervision ILEA
- Leadership Arlington

Community Involvement:

- Member of 121 Community Church
- Volunteer with 10-7 Outdoors, 501(c)3 Organization that works with children of fallen officers
- Arlington PD Coach 5-0 Sequin High School coordinator
- Member of Arlington, TX Chapter of the NAACP
- Past President and founding member of Arlington Highlands Rotary Club
- Arlington Independent School District PTA Volunteer
- Santa Cops - Arlington Police Association
- Meet Me at the Shop – community group dialogue with holistic approach to community concerns
- Bridging the Gap – community group dialogue on race, equity, and police reform