

# Ron E. Thomas

## Chief of Police

Devoted law enforcement executive with over thirty years of progressively increasing responsibility for the City and County of Denver. A highly developed leader with vast administrative experience and operational success in crime reduction and community engagement. Known for team building, strategic and tactical efficiency, and community relations advocacy. Recognized by city leadership, peers, and subordinates for continually making improvements to patrol, investigations, special operations, community relations, and department administration. Qualified with superior law-enforcement skills, training, and raw intellect. Driven by strong core values and leadership qualities learned from more than three decades on the job in an innovative, outstanding police department.

Incident Command Experience	Committed to Crime Prevention	Tough Exterior, Compassionate Nature
Budgeting, RFP Experience	Multi-jurisdictional Collaborator	Honorable, Ethical, Dedicated, Loyal
Forward Thinking	Intelligent, Deep Thinker	Seeks to Inspire Others
Accessible and Transparent	Conflict Resolution	Consensus Builder
Large Event Management	Innovative, Resourceful	Strong Community Partnerships

## Accomplishments

Appointed as Chief of Police on September 6, 2022 and confirmed by City Council on October 17, 2022. Tasked with improving response times, decreasing crime, and improving public trust. Addressed response times by improving the use of data to more appropriately staff and respond to changing dynamics in real time and improving alternative responses to calls that can be handled more efficiently through a non-traditional response. Decreased crime by dedicating resources to address auto theft and taking a collaborative approach to gun violence in our persistently violent locations. Increased public trust through constant, authentic engagement and publicly available dashboard with data of interest to the public. Launched a new strategic plan to focus our efforts around crime reduction, innovative training, and building an efficient and resilient organization.

Appointed by then Chief White to reorganize Denver Police District 5, an expanding geographic area, with additional officers, resources, and administrative efficiency. Recognized an unhealthy work climate and effectively changed the culture to an advantageous environment to ensure officers treat each other well, that crime is reduced, and that proper relationships are established between one another and community members. In advance of an anticipated move into a different district station, persuaded city planners to invest in needed improvements, convincing them that improvements are necessary for safety and for enhanced delivery of services to the community.

Recruited by then Chief White to be the Commander of the Internal Affairs Division. As Commander of IAD, effectively directed and managed assigned officers in their scope of responsibilities related to investigating alleged department violations. Assured efficiency of investigative practices. Helped to create and implement a resiliency program which allows officers to seek assistance outside of the disciplinary system for mental health and substance abuse challenges. Relocated monitoring of officers "fitness-for-duty" outcomes from Internal Affairs to the Training Academy to help remove the negative stigmas and to facilitate comfort to officers coming forward to report issues they or their colleagues are experiencing.

Seriously committed to community collaboration. Recognized for creating and implementing many community-based programs focused on providing prevention, intervention, education, and other supports to at-risk youth in far northeast Denver. Facilitated a collaboration between a city-sponsored anti-gang initiative (GRID – Gang Reduction Initiative of Denver) and more than a dozen local programs that provide wraparound services aimed at healthy, violence-free living. Repeatedly appointed by the Chief as a local and national ambassador and representative of the Denver Police Department. Deployed to participate and contribute to community forums, professional organizations, and discussions and initiative committees. Instituted an annual program where kids from the far northeast, who had likely never gone fishing, could fish with officers from their police District at an event themed "Cast a line with the Cops".

## Denver Police Department 1989 to Present

### Chief of Police

September 2022 – Present

The Denver Police Department (DPD) is Colorado's largest police agency, providing police services to a population of around 725,000 residents and greater than 35 million tourists annually. The department has 1,596 sworn officers and 358 civilian employees.

The Chief of Police is the chief executive of the department and responsible for the management of the day-to-day operations. Focusing on reducing response times, decreasing crime, and improving public trust.

- Selected by Mayor Hancock to lead the department based on my history of consistent, authentic community engagement, using evidence-based practices to improve outcomes, and bringing people together because public safety takes all of us.

### Division Chief, Patrol Division

July 2018 – July 2022

The department was reorganized into three divisions (Patrol, Investigations, and Administration), each one falling under the leadership of the Deputy Chief and Chief of Police

The Division Chief of Patrol is responsible for the management of the day-to-day operations of nearly 1,000 officers and more than 100 civilian employees providing various police services for a rapidly growing community of over 700,000 residents, in addition to the millions of annual tourist visitors to the Mile-High City. Focusing on ensuring public safety through partnerships with members of the community and city agencies, while utilizing technology and police services to promote a safer community.

- Accountable for the effective and efficient deployment and use of equipment and personnel, supported by data-driven approaches, which leverage our resources and the application of an outcome-based staffing model.

### District Commander, District 2

May 2018 – July 2018

*All districts reside within the Denver Department of Public Safety and fall under the leadership of the Chief of Police and Deputy Chief of Operations.*

A district commander's responsibility is to lead activities to enforce the law, protect people and property, prevent crime and civil disorder and to oversee and set standards for management, administration, budgeting, and operations for all District functions including patrol, investigations, and training.

- Due to a well-documented record of success leading Police District 5, selected by the Chief of Police to lead Police District 2, the geographic area within the city with the highest rate of violent crime and greatest number of disenfranchised community members.

### District Commander, District 5

July 2015 – May 2018

*All districts reside within the Denver Department of Public Safety and fall under the leadership of the Chief of Police and Deputy Chief of Operations.*

A district commander's responsibility is to lead activities to enforce the law, protect people and property, prevent crime and civil disorder and to oversee and set standards for management, administration, budgeting, and operations for all District functions including patrol, investigations, and training.

Effective deployment of all district personnel and resources.

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- Hearing all issues impacting district operations or personnel and problem-solving issues affecting the far northeast community police district.
- Managing a budget and overseeing the administration of grant monies earmarked for overtime operations for safety issues that affect crime and safety.
- Using data and citizen reports to identify crime and other concerns impacting safety and quality of life and identifying response measures to address these issues.
- Connecting with and creating engagement opportunities with the far northeast Denver community, particularly focusing on the refugee, immigrant, and minority community.

### Notable achievements

- Reversed a previous unhealthy work culture that led district personnel to feel underappreciated and unwanted relative to other city assignments.

- Led the expansion of District 5 in the far northeast by adding personnel and resources to accommodate the extreme rise in residential and commercial development.
- Cast a line with the Cops, a youth initiative.
- Facilitated the creation of the R.I.S.E. Network (Reduction, Intervention, Support, and Educate).
- Worked with school staff and after-school club participants to conduct a weekly podcast focused on community issues to include police/community relations and immigration policies.

**Division Commander, Internal Affairs**

April 2013 – July 2015

Appointed by and reported to the Chief of Police and Deputy Chief of Administration. Led investigations of citizen and internal complaints against police for possible incidents of law-breaking or misconduct employing stringent rules of conduct in all investigations. Saw that each investigation was thorough and complete.

- Created improved administrative efficiencies with new processes for IA case processing and management with new software.
- Introduced a department-wide resiliency program aimed at addressing the many issues impacting police performance, most importantly to include addiction. The program, first used by the Airline Pilot industry to overcome alcohol and pain killer issues, now provides a support system and a second chance to recover and sustain successful police careers.
- Reassigned officer's "fitness-for-duty" monitoring from IAD to the Police Academy to remove a negative stigma and encourage more officers to come forward to report issues they or their colleagues are having.
- Selected IAD personnel with thought and care to change the image of IAD to be seen as a body in search of the truth and not one that seeks to entrap or snare officers. The investigative process is improved, making the process more comfortable on officers and not allowing the influence of the Independent Monitor to impede cooperation and the search for truth.
- Addressed community concerns of police conduct. Studied trends of police officer misconduct. Addressed findings to pertinent individuals, the unit group, and citywide officials. Improved community relations and enhanced officer behavior.

**Lieutenant, Internal Affairs**

April 2012 – April of 2013

Triaged, assigned, and prioritized allegations of misconduct involving all department personnel. Conducted investigations and interviews of command officers.

**Complex Investigation Section Commander**

July 2010 – April 2012

Led the operation of the investigative support unit tasked with managing high profile and complex investigations that required special skills and focus that regular investigative units could not provide.

- Accountable for approving, prioritizing, and overseeing the mission of each proactive unit that targets dangerous felony suspects.
- Oversaw a metro-wide, multi-jurisdictional effort to identify and cultivate leads in high-profile unsolved homicides.
- Led "shadow teams" of officers deployed in crowds of protesters, demonstrators, and other large gatherings with potential for violence.

Complex Investigative Operation includes the following units:

Denver Fugitive Unit	Fugitive Location and Apprehension Group (FLAG)
USMS Task Force	Internet Predator Unit

**Special Operations / Commander, District One**

March 2006 – July 2010

Managed the overall administration of all District detectives and other specialized personnel, to include school resource officers, community resource officers and SCAT officers.

- Tasked with the identification and resolution of crime trends and other factors that affect the District.
- Used crime data to identify and assess District needs to select effective strategic/tactical responses.

**Lieutenant, Acting District Commander, District One**

January 2007 – October 2007

Directed the operation of all District functions to include patrol, investigations, and training.

**Lieutenant, Watch Commander, District One**

July 2004 – March 2006

Responsible for all patrol functions within the District during the watch. Managed training and discipline for all personnel assigned to the shift.

**Sergeant, Internal Affairs**

January 2004 – July 2004

Investigated allegations of misconduct involving line personnel. Wrote thorough reports of investigative findings with relevant facts.

**Sergeant, Investigative Supervisor, Vice/Narcotics Bureau** March 2001 – January 2004  
Supervised teams of undercover detectives charged with investigating street level narcotics trafficking. Mitigated clandestine drug labs. Planned the safe organization of tactical operations. Managed funds to purchase evidence and information. Trained all bureau personnel. Oversaw the vehicle fleet management.

**Sergeant, Investigative Supervisor, Domestic Violence Unit** December 2000 – March 2001  
Operated the domestic violence investigative unit which included assigning and prioritizing cases and insuring effective prosecution and diversion of offenders. Convened with numerous community groups concerned with developing policies to protect victims and rehabilitate offenders.

**Sergeant, Patrol Supervisor, District 4 – Impact Unit** July 1997 – December 2000  
Managed a unit to identify specific community concerns by collaborating between officers and citizens to deal with unique problems to include quality of life issues and citizen apathy.

<b>Sergeant</b> – District 4, Patrol	July	1997 – Dec. 1999
<b>Detective</b> – Executive Security Unit	June	1996 – July 1997
<b>Patrol Officer</b> – Neighborhood Police Officer, Weed & Seed Unit	March	1994 – June 1996
<b>Patrol Officer</b> – Detective Trainee, Criminal Investigations Division	January	1995 – March 1995
<b>Corporal/Technician</b> – Field Training Officer, District Two	March	1993 – March 1994
<b>Patrol Officer</b> – Patrol Specialist, District 2 – CORT UNIT	January	1993 – March 1993
<b>Patrol Officer</b> – Patrol Officer, District 2	January	1989 – January 1993

#### Education / Training

Naval Post-Graduate School – Executive Leaders Course – 2020  
Federal Bureau of Investigation, National Academy – 2011, 4.00 GPA  
Northwestern University, School of Police Staff, and Command – 2005, 4.00 GPA  
Columbia Southern University, BS, Criminal Justice – Summa Cum Laude, 2000, 3.85 GPA  
Police Executive Research Forum – Senior Management Institute for Police (SMIP) 2015  
Emergency Management Institute, Incident Command System, 2006  
RMHIDTA, Risk Management and Risk Assessment, 2002  
National Institute of Ethics, Unit Integrity, 2001  
RMHIDTA, Command and Control, 2000

#### Professional Affiliations

FBI National Academy Associates, Rocky Mountain Chapter –2001 to Present  
National Organization of Black Law Enforcement Executives (Colorado Chapter) Charter Member 2004  
Denver Black Police Officers' Organization (BPO) 1989 to Present, President 2002-2010  
Colorado Regional Community Policing Institute (CRCPI) Member/Trainer 2002 to Present  
Denver Police Athletic League (PAL) Active Board Member 2004 to Present