



407-962-5912



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Dear Town of Eatonville Interviewers:

Thank you for taking the opportunity to review this resume of my credentials and experience. I am submitting this profile to secure a primary position providing expertise and experience regarding the Police Chief of Eatonville.

I bring to your organization a distinctive combination of career development and dedication that produces positive contributions for the town and the agency with which I have chosen to affiliate. I have pledged my commitment through numerous hours of paid and volunteer work and affiliations in the community with various associations, non-profits, and governmental entities.

My 28+ years of law enforcement and 22 years of military experience in supervisory and managerial roles by direction of agency policies and procedures has provided opportunities to increase public safety and awareness while making significant and profitable contributions. I bring creative ideas to increase employee morale, specialty training skills and citizen / police enhancement, while deterring opportunities for criminal activity within the community. I believe that these factors, in addition to my sense of career commitment, would be an asset should you have need for my expertise.

As the enclosed resume simply summarizes my career history and capabilities, there is more to relate. I appreciate the opportunity to meet with you personally to discuss more in depth visions and goals for greater.

Sincerely,

STANLEY L. MURRAY



Stanley MURRAY

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EDUCATION

- High School Graduate- James A. Shanks
- Associate Degree- Criminal Justice Nov 1999
- Associate Degree- Theology April 2005
- Over 300 hours in LEO Crime Prevention Training

OBJECTIVE

Highly energetic, dependable law enforcement and community relations professional with a commitment to excellence with integrity and service to others. Exploring opportunities of serving in management that encourages the deterring of criminal activity, while building effective community relations with residents, business owners and government officials.

SKILLS

Background Investigator Certified
CPTED Practitioner
Victim Services Practitioner
FDLE Instructor
FDLE Human Diversity Instructor
BLS / First Aid Instructor
Anti- Terrorism Response and Operation
Naval Law Enforcement Anti-Terrorism Specialist
Naval Field Instructor
Crime Prevention Practitioner- Comm. / Res.
Worship & Work Place Violence SME
Florida Attorney Generals Office- Adjunct Instructo

WORK EXPERIENCE

Orange County Sheriff's Office (1,800+ Sworn Deputies)

July 1995 -Present

- **Crime Prevention / CPTED Practitioner (State of Florida)**- Worked as a certified practitioner and acting supervisor in the agency's Crime Prevention Unit over the last fourteen years to complete and instruct crime prevention safety and security surveys and assessments, through environmental design of building plans and actual existing structures, to deter opportunities of criminal activity.
- Conducted well over one thousand presentations with regards to enhancing employee identification and awareness of lighting, locking mechanisms, and landscaping issues on property. Continuing presentations to enhance employee awareness of indicators and behavioral traits that could lead to potential workplace violence incidents.
- Gathering of crime trends information to help in determining habits of criminal activity through crime analysis and electronic enhancing. Consistently works with numerous surrounding law enforcement agencies and private security entities in the sharing of criminal intelligence of suspects, vehicles, or methods of operation.
- **Police Chaplain Coordinator**- Implements and trains approximately twenty (20) volunteer faith based police chaplains and community clergy leaders with regards to spiritual and physical support and direction to Sheriff's Office employees, families, and citizens of the Metro Orlando area. Certified Victim Advocate and Crisis Incident Stress Management.
- Continuing effective relationships with numerous community faith leaders to help create awareness and deter criminal activity. Provided media based relationships of support and clarification with regards to crimes committed in the community that brought attention to houses of worship during agency press conferences and agency investigations.



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WORK EXPERIENCE CONTINUED

- Provided media-based relationships of support and clarification with regards to crimes committed in the community that brought attention to local businesses, homeowner associations, and apartment communities during agency press conferences and agency investigations. Conducted field interviews with television, radio, and social media hosts about prevention of criminal activities, identifying and reporting crimes, as well as increasing effective community relations with law enforcement.
- Acting Corporal of the Crime Prevention Unit with oversight responsibilities of labor, scheduling, payroll, vehicle maintenance, and handling of employee complaints. Provided media relations experience with local television, radio, and social media entities.
- Intelligence Liaison Officer (CFIX) - Certified intelligence officer with the handling and sharing of pertinent and sensitive criminal and terrorist persons related information between law enforcement and civilian agencies.

United States Navy- Law Enforcement Specialist Manager

November 1985-2008

Retired senior enlisted manager of thirty-man military law enforcement security force to include implementation of yearly evaluations of subordinates, discipline procedures, and managerial / administrative support. Formatting of unit expenditures against labor with regards to unit's budgetary commitments. Reviewing of completed paperwork and training of subordinates. Managed confidential investigations of service members out of compliance of the Uniform Code of Military Justice, with input provided to senior officers on decisions of discipline or action.

- Patrol Watch Commander- U.S. Naval bases with regards to the management and oversight of 3-5 supervisors, and over 20 law enforcement officers / specialists that oversee calls for service, patrolling of property grounds and fence lines, and investigating / interviewing of military and civilian personnel of various crimes to include but not limited to, domestic violence, burglary, DUI, and theft situations. Handling of complaint issues against officers / specialists. Directing of personnel during High Level Incident Training on naval installations with regards to Bomb Threats, Improvised Explosive Devices and Anti- terrorism Techniques.
- U.S. Navy Police Instructor- Teaching of U.S. Navy rules and regulations on criminal procedures, anti-terrorism protection, terrorism threat assessments, and police tactics / scenarios. Other training to include but not limited to, Handcuffing Techniques, Pepper Spray and Expandable Baton, Crowd Control Techniques, Vehicle and Building Searches, Verbal Judo, Pulse Laser Firearm Training, and Active Shooter / Bomb Threat Response Training.



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WORK EXPERIENCE CONTINUED

Central FL Crime Prevention Practitioners Association-Region 3 Director March 2019- Present

- Currently operating as the Region 3 manager and director of the Central Florida Crime Prevention Practitioners Association, with oversight given to schedules, training, and career enhancement of crime prevention practitioners from multiple agencies within Seminole and Lake County law enforcement agencies.

Uniform Off Duty Security Coordinator for Congresswoman Val Demings March 2018- Present

- Provide oversight of uniform dignitary protection at various events, dinners, and services throughout the Orange County community.

Adjunct Instructor- Florida State Attorney General's Office June 2021 - Present

- Currently operating as a part-time instructor of the scheduled Florida Attorney General's Office crime prevention related courses. This duty entails implementing, preparing, and displaying power point related presentations for law enforcement and civilian agency students.

Florida Attorney General Office- Natl Preventing Crime Conference August 22-26, 2022 **Security Director**

- On site commander of multi-agency law enforcement brigade, designated to provide safety and security of over 500 conference guests, volunteers, and VIP's.

EDUCATION/PROFESSIONAL COURSES

- | | |
|---|-------------------|
| • Critical Incident Command Systems and Supervision | Sept 2002 |
| • Active Shooter / Bomb Threat Assessment and Management | Feb 2008 |
| • Street Gang Identification and Assessment | Apr2008 |
| • Crisis Intervention of the Mentally Ill | Nov1997 / Feb2001 |
| • Domestic Violence Intervention | Mar1997 |
| • Anti- Terrorism Response and Operation | Oct1998 / Aug2002 |
| • Naval Law Enforcement Anti-Terrorism Specialist Course | Feb2002 |
| • Critical Incident Stress Management Team Member | |
| • FDLE Law Enforcement Instructor | Nov 1999 |
| • Active Shooter / Bomb Threat Assessment- Federal Buearu of Investigations | |

PROFESSIONAL AFFILIATIONS & ACCOLADES

Adjunct Instructor

- Salvation Army
- Job Partnerships of Central Florida
- UCF Dr. John T. Washington Community Service Award
- 2020 Florida Crime Prevention Practitioner of the Year
- 2022 Florida Crime Prevention Practitioner Lifetime Achievement Award
- Past President- Phi Beta Sigma Fraternity Inc.
- Intl Conference of Police Chaplains



Proposed Police Chief Initiatives

Community Liaison Board

This would be a non-governing board consisting of community advocates from the clergy, business, and neighborhood branches of the town. The hosting of quarterly meetings with the chief or his designee to discuss effective methods of deterring crime, building trust, and encouraging safety within the community.

Specialized Training for Police Staff

Facilitation of effective training within the department that:

- A. Decreases exposure to negative officer-citizen encounters
- B. Deters opportunities for criminal activity through effective patrol and community relation methods
- C. Increases positive moral and confidence with staff
- D. Increases opportunity for recruitment and retention of staff
- E. Creates salary incentive and promotion opportunities
- F. Continues 21st Century Law Enforcement Innovations
- G. Implementation of Youth Citizens Academy Program

Business & Community Partnering w/ Law Enforcement

Building crime prevention related partnerships with local and Central Florida entities that would support interactions with effective law enforcement programs such as:

National Night Out
Shop with a Cop
Preventing Identity Theft: Shred- A- Thon
Prescription Pill Identification & Disposal
Coffee with a Cop
Citizens Police Academy

Town of Eatonville
Police Chief
Supplemental Questionnaire
Applicant: Stanley Murray

1. How would you organize the Office of the Chief of Police and your top command structure?

Per the current EPD agency policy 1.0, it states the day to day operations of EPD are under the rank structure of:

- A. Chief
- B. Captain
- C. Sergeant
- D. Police Officers

The Organizational chart that is also in EPD agency policy 1.0 displays a more in depth look at authority and command structure with the hopes of effective staffing to complement:

- A. Chief
- B. Deputy Chief or Captain (Senior Management)
- C. Lieutenant or Watch Commander (Managers)
- D. Sergeants & Corporals (Supervisors)
- E. Police Officers (Patrol, FTO, SRO, Investigations)

From my observation the rank & file structure would be reviewed with the intent to address three concerns:

- 1. Police department coverage and concern for the citizens of Eatonville to handle calls for service as effectively and safely as possible.**
- 2. Maintaining credible response time within the community with effective staffing being considered to deter injury or negligence by responding officer(s).**
- 3. Creating an operational chain of command between the Police Chief and their staff that denotes order and proper supervision with opportunities for promotion and growth in other positions within the department.**

I would look to organize the top command structure by implementing a Captain position at this time until manpower concerns can be addressed to supplement the ranks. The Captain position would carry senior management authority that allows consistent delegation of roles and duties throughout the department to lower level management, supervisors, and the remaining staff. I would assess the placement of one lieutenant over the patrol and investigations divisions.

2. How can you, as the police chief, most effectively further the goals of the police department and budget?

I would conduct a personal review of past and current budget spending to gain insight on:

1. Needs of the department / salaries / staff hours worked / fuel usage
2. Availability of federal, state, and local law enforcement / crime prevention related grants.
3. Create cost effective improvements that would be brought before the town council for support.

This review would assist with effectively influencing the operation of the department, as well as decrease opportunities for a rise in criminal activity with the town limits.

My goals to effectively further the department begin in the following areas:

1. **Recruitment and Retention Opportunities-** Creating a physical and social media initiative that offers relevance of the department to the community that would enhance the ability to draw quality applicants to the department. This initiative would also be used to display current service of the existing employees interacting within the community to increase morale and value of department personnel.
2. **Effective Use of Department Uniforms and Equipment-** Periodic uniform and vehicle inspections to ensure department equipment is being well kept and utilized effectively, while also inspecting for a clean and professional appearance to be portrayed within the community, that exhibit core values and honor of the department.
3. **Entry Level and Specialized Training Opportunities-** Building an environment for staff to be trained in the most critical areas of law enforcement to include:
 - A. **Patrol Techniques-** Building of confidence to handle high level calls for service, felony traffic stops, mutual aid assistance, and active shooter incidents. This effective strategy will help to maintain effective day to day operations and minimize liabilities to the department and the town council.
 - B. **Investigations-** Building of confidence to establish effective collection of statements, evidence, and court testimony to complete solid case work. This effective strategy will help to maintain effective day to day operations and minimize liabilities to the department and the town council.
 - C. **Community Policing-** Building of confidence to engage the public with quality projects that deter criminal activity, promote a “*See Something, Say Something*” mentality, while increasing the ability for citizens to effectively identify and **report** suspicious activity and actual crimes in progress. This effective strategy will help to maintain effective day to day operations and minimize liabilities to the department and the town council.

S. Murray

3. How do you communicate your goals and philosophies to the officers of your department? How effectively has this worked for you in the past?

Establishing a trust worthy line of communication is paramount to setting goals and philosophies between a chief and their personnel. The understanding of what was, what is, and what is to come is a process that must be “bought in” by the leadership core. This concept helps build a positive environment to lower level staff. I truly believe reiterating the importance of confidential and private discussions from the office of the police chief within the department should not be taken lightly or for granted.

Hosting of bi-weekly crime control meetings with core staff members from Patrol, Investigations, and Community Relations Divisions helps to strategize effective ways to deter criminal activity and allow positive contact with the community. This method of inclusion will bring forth strategies and projects of interest that could be exposed to the community through day to day interactions and future events within the town.

I have been able to implement many goals and objectives in military, law enforcement, and corporate areas of my career with positive results that were necessary to adding value to my fellow members. I truly believe to raise one’s self-awareness through education, job experience, and social skill empowerment can provide the necessary results and outcomes from those that you lead. These standards of leadership have caused major change for the better in my work and personal environment settings.

At the least there must be patience to work not only with the department staff, yet also the town council in implementing mutual support change for their better is recognized. This will continue to be a work in progress towards a greater future for the community.

Whether leading or following I have always excelled with being a difference maker within the endeavors I was a part of. So I trust and believe my role as the Eatonville Police Chief will be an added bonus with helping more fellow staff and citizens to feel the same.

S. Murray

4. Describe your relationship style and how you would interact with the Town CAO and the Town Council?

I recognize the authority and responsibility of the Town CAO and the Town Council are in like mind with myself to the understanding that the well-being and interests of the Eatonville citizens is first and foremost.

Continuing meetings with both the CAO and the council in regards to budgets, council requests, media coverage, and upcoming events that involves law enforcement is necessary to be worked in a supportive role by all. The joint relationship of consistent and concise communication in regards to town ordinances, nuisance abatement or “hang out” areas of interest is a reflection on both the town officials and the police department.

I entrust myself to be a person of productivity while recognizing the little things. I am adamant on empowering others to succeed with value given to those we encounter. I am an assertive leader who realizes when to take charge and when to step back and watch the environment settle by observation. I truly believe if the citizens can see positive interaction and solidarity between the three entities especially in public environments, it only helps us all to effectively lead with professionalism and honor.

S. Murray

5. Where do you see the Eatonville Police Department in 1 year? In 5 years?

As Chief of Police I envision:

Year One- A consistent chain of command structure that empowers its staff to succeed and grow, while allowing for positive retention. This is a process that will take us into the five year mark and I embrace the challenge to do so. Establishing a department that draws quality applicants with the ability to notice opportunity of competitive pay and benefits with a large agency opportunity feel for training and growth.

I propose the creating of a Town Community Liaison Board. This would be a non-governing board of community advocates from the clergy, business, and neighborhood areas of the town. These quarterly meetings led by the Police Chief or his designee, would discuss effective methods of deterring crime, building public trust, and encouraging personal safety within the community.

I would also seek to disseminate share with neighboring law enforcement agencies through monthly intelligence meetings that allow opportunities to deter crime, help solve open cases, and improve agency relations.

Year Five- I will strive for a consistent manned department of 20-25 members of full-time and reserve officers that would improve response to calls for service with spontaneous availability to the town. I desire to establish a Community Engagement Officer position that would oversee a Police Explorer Program for youth 12-19 years old. This program would allow neighborhood youth the opportunity to learn the importance of making a difference in their neighborhoods through volunteer service at community projects events under the supervision of a department advisor.

I plan to host a Community Shred-A-Thon and Prescription Pill Disposal Event to reduce the opportunity of identity theft of a citizen's personal mail and outdated paperwork. This event will also address the opportunity for illegal drug use or distribution of unused prescription medicine in a citizen's home.

I stand ready to implement positive structure in the Eatonville Police Department that will allow a safe community and professional police officers with a positive and productive town council.