



## North Carolina Association of Chiefs of Police

Law enforcement excellence for tomorrow . . . today.

### AGREEMENT FOR CONSULTING SERVICES

This agreement for consulting services is made between the North Carolina Association of Chiefs of Police (hereinafter "NCACP"), a nonprofit corporation of North Carolina, and the City of Hendersonville (hereinafter "COH"), a North Carolina municipality.

The NCACP and the COH agree as follows:

1. The NCACP will provide qualified consultants to produce written findings and recommendations to the COH concerning the Hendersonville Police Department K9 Program, specific to the following topics:
  - A. Review past incident(s) involving Hendersonville Police Department K9s and Handlers (01/01/2010 – 08/02/2020).
  - B. Review past K9 deployments and supplementary reports (01/01/2010 – 08/02/2020).
  - C. Review past process for selecting K9 Handlers and animals.
  - D. Review past K9 training procedures.
  - E. Review past and proposed department policy and procedures related to K9 operations.
  - F. Prepare a final report offering recommendations for improvement and risk mitigation.
2. The COH will provide the necessary access to facilities, data, records, and personnel for NCACP's consultants to perform these services.
3. The NCACP, through its consultants, will be available to explain and discuss the report and findings with representatives of the COH upon completion of the report.
4. The COH will pay NCACP for these consultant services the lump sum of \$16,000.00 upon substantial report completion and upon receipt of invoice from NCACP.
5. In addition, the COH will reimburse NCACP for lodging expenses incurred by its consultants in performing the consultive services totaling no more than \$1000.00.
6. The COH will save and hold harmless the NCACP, its' consultants, or other contractors for any claim or legal action arising out of the performance of the services described herein, except for gross negligence or intentional wrongful conduct.
7. The consulting services will commence, and be completed within 60 days, from the date of the execution of this Agreement.

Executed this 2<sup>nd</sup> day of March 2023.

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City of Hendersonville  
By: Mayor Barbara Volk

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North Carolina Association of Chiefs of Police  
By: Executive Director Bill Hollingsed

## **Chief (ret.) Thurman Whisnant, Lead Assessor and NCACP Consultant**

Chief Thurman Whisnant retired from the Hickory Police Department on February 1, 2023, after 30 years of service with the department. He began his career with HPD in 1993 as an intern through Appalachian State University and was sworn in as a police officer on May 16, 1994, where he quickly gained the experience and knowledge to become a recognized leader within the department. During his tenure, Whisnant served in various roles within the department and was promoted through the ranks, serving as the Division Commander in each of the three departmental divisions (Patrol, Criminal Investigations, and Support Services) and Deputy Chief of Police before his appointment as Chief of Police in 2016. As Chief of Police, he led the department's authorized force of 122 sworn officers and 35 civilians and was responsible for an annual budget of over \$14,000,000.

Chief Whisnant received his Bachelor of Science degree from Appalachian State University in 1993. In 2007, he attended the FBI National Academy in Quantico, Virginia, where he graduated as part of the 230th Session. He has maintained active memberships in several key professional associations to include the International Association of Chiefs of Police, Police Executive Research Forum, the FBI National Academy Association and the North Carolina Association of Chiefs of Police where he served as a board member and Region II Director.

Throughout his career Whisnant led hundreds of criminal and internal investigations. In his role as Chief of Police, he continued to focus departmental efforts into the philosophy of community policing by continuing to build partnerships and trust in the community, utilizing innovative strategies to solve problems, focusing on officer wellness, and expanding recruitment and retention efforts.

Some notable departmental accomplishments during Chief Whisnant's tenure include the creation of L.E.A.D. (Law Enforcement Assisted Diversion) which is an opioid addiction diversion program, implementation of the ABLE Program which provides officers intervention and de-escalation skills that are necessary in modern policing, the opening of a Training Annex facility with a virtual reality scenario-based training simulator for officer safety, becoming the first agency in North Carolina to implement the Blue Courage program for officer wellness and resiliency, the creation of HPD's first formalized chaplaincy program, the addition of a departmental Community Navigator to address issues related to homelessness, and creation of the state's first Law Enforcement Apprenticeship Program for local students to have a direct pathway to a career at HPD. Additionally, Hickory experienced some of the lowest crime index rates in recent history, with record-setting years in 2019, 2020, and 2021 having the lowest numbers of index crimes since the implementation of city-wide community policing in 1995.

## **Captain (ret.) Chris Williams, Police Canine Trainer and Evaluator**

Christopher Williams began his law enforcement career in 1992 as a police officer in urban Los Angeles County, California in the City of Baldwin Park. As an experienced patrol officer, Christopher was selected as a field training officer and tactical flight officer assigned to a multi-jurisdictional airborne law enforcement team.

In 2000, Christopher laterally transferred to the City of El Monte Police Department and continued as a field training officer and by 2002, was selected as a police canine handler. Christopher completed a Certified Police Canine Decoy training program in addition to the six-week Basic Canine Handler course at Adlerhorst International LLC, Riverside, California. Police canine "Lotus" was partnered with Christopher for eight years, obtaining certification during that period in Field/Patrol Operations and narcotics detection. In addition to maintaining monthly and annual certification as a police canine handler, Christopher completed Advanced Canine Training with the San Diego Police Department, California POST Certified Canine Evaluator, and utilization as a narcotics interdiction asset for the Drug Enforcement Agency Southwest Boarder Task Force.

Christopher has a Bachelor of Science degree in Criminal Justice Management and master's degree in Public Administration from the University of La Verne. He served as a Sergeant of Patrol Operations, Lieutenant assigned as the Investigative Service Commander, and Captain of Operations and Administration.

Christopher continued to oversee and manage the police canine teams while also functioning as the SWAT Team Commander. In 2020, Christopher completed the FBI National Academy in Quantico, Virginia. Christopher retired in 2021 as a Police Captain and moved to Hendersonville, North Carolina. He continues to contribute to the law enforcement community as an instructor at POST Management Course in California and as a consultant on law enforcement operations and subject matter expert.

## **Senior Officer David Green, Raleigh Police Department Lead K-9 Trainer and Certification Judge**

National Vice President, United States Police Canine Association, Southeast Region  
Raleigh Police Department, Senior Officer  
Special Operations K-9 Unit, Lead Trainer

1993: United States Marine Corps, Military Working Dog program. Graduate of the Department of Defense's Detector Dog and Patrol Dog Courses.

1998: City of Raleigh's Police Department. Field Training Officer and NC State Certified Law Enforcement Instructor, Specialty Instructor in Firearms and Rapid Deployment. For more than two decades, has taught several courses including: law enforcement tactics, force escalation and de-escalation, advanced building search, low/no-light tactics, scenario-based training and development, report writing and other specialty subjects. Continues to author and teach various in-service training to the department, including several blocks of instruction for RPD's Basic Recruit Academy. He has also been a guest lecturer at NC State University and has taught at area community colleges.

As a decorated officer, has been awarded the Raleigh Police Department's Life Saving Medal and was recognized on three occasions as their instructor of the Year. He has also been the recipient of multiple written commendations for performance and outstanding work.

David works two active police canines and is a certified trainer for RPD's K-9 Unit. In his trainer role, he is responsible for canine team training, monthly in-service training and explosive detector dog unit training. Dave also assists with new canine/handler selection, policy writing and doctrine, uniform and equipment development, and the advancement of canine integration into tactical and specialty teams.

He has been asked to consult with local agencies on canine policy review, use of force review as well as assisted with new handler selection boards.

2020: Currently an active member of the United States Police Canine Association. He has competed, certified, and/or judged in USPCA's Region 2 since his first membership in 1997. He currently represents Florida, Georgia, North Carolina, South Carolina, Alabama, Tennessee, the Caribbean, the Virgin Islands and the Bahamas as the USPCA's Southeast, National VP.