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# BRYAN MORRIS

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Greenbrier, TN 37073 ♦ H: 6153898283 ♦ C: 6153898283 ♦ christopher.morris@asurion.com —

## PROFESSIONAL SUMMARY

Seasoned police chief/ security administrator with over 20 years of experience in law enforcement and the security field. With a background in building and managing Security and police programs. Adept at budgeting, performing personnel management and operation management. Sound knowledge of security standards, policies, and procedures. Smoothly direct, discipline and motivate security professionals to maximize safety, security and service of clients. Observe field operations to enhance behaviors and eliminate protocol issues. Good relationship-building, communication and conflict management skills. well rounded in my field, having been a field training officer, then a general departmental instructor, detective, and ultimately a chief of police. I have also worked in the security field managing a team of state security guards in conjunction with contract security to provide security for seven different college campuses. I have worked as a security consultant, close protection officer, as well as contract security officer/manager for the past 20 years. Ran the security for the 2008 presidential debate at Belmont university. Worked with the Titans Organization to provide contract security for home games.

## ACCOMPLISHMENTS

- Demonstrated expertise in leading small/large teams to the achievement of positive outcomes.
- Created and consistently worked within departmental budget.
- Expertise in building/restructuring management and core teams.
- Visionary leader that leads by example.
- Implemented L.E.S.O. program for the departments that realized close to 2 million dollars in equipment at no cost to the city.
- Created an in depth program that took our case closed percentage from around 20% to almost 80% .
- Through federal programs and grants I was able to add officers, while at the same time decrease our budget by almost 30%.
- Made and had certified by the state 1 of 3 defensive driving school.
- First department in Robertson county to outfit all officers with body worn cameras and make them mandatory for contact with the public.
- Purchased body cameras, patrol cars, Tasers, computers, and departmental weapons at no cost to the city.

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## SKILLS

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- Project Management
- Relationship-Building
- Drug Interdiction
- Suspect identification

- Analytical skills
- Organization and Time management
- Critical thinking
- Teambuilding
- Troubleshooting
- Planning and Coordination
- Computer skills
- Microsoft Office
- Cultural awareness
- Conflict resolution
- Verbal and written communication
- First Aid/CPR
- Prevention of Criminal Activity
- Traffic Management
- Traffic Laws
- Active shooter training
- Search and seizure
- Performance Appraisals
- Physical restraint
- Community Oriented Policing
- Budget Management
- Laws and ordinances
- Criminal law
- Personnel supervision
- Nonlethal force apprehension
- Criminal investigation
- Firearms training
- Crime Prevention
- Supervision
- Compassion
- Multitasking abilities
- Detail-oriented

## WORK HISTORY

**Interim Chief of Police**, 11/2019 to 01/15/2022

**Nashville State Community College** – Nashville, TN

- Planned, scheduled and supervised work of subordinates.
- Educated staff members on proper field procedures to boost public trust in officers and efficiency .
- Enhanced emergency preparedness procedures, commanding oversight and maintenance of tactical plans, equipment and weapons.
- Working on standard operating procedures.
- Working on accreditation.
- Submitted training to keep department in compliance with P.O.S.T.
- Working with the director to foster unity in the department.
- Setting up training for all security and police.
- Investigated allegations of employee misconduct, reported findings and coordinated warranted disciplinary actions.
- Structured assignments for subordinates based on current patrol priorities, special requirements and individual strengths.
- Led teams by example, consistently demonstrating correct behaviors and enforcing policies and procedures.
- Managed shift schedules, including granting or denying leave requests and obtaining coverage for shortages.
- Inspected officers and vehicles to identify and correct any unprofessional appearances.

**Chief of Police, 06/2010 to 11/2019**

**Ridgetop Police Department – Ridgetop, TN**

- Evaluated case documentation submitted by team members to check accuracy and compliance with department policies aimed at protecting criminal cases.
- Enhanced emergency preparedness procedures, commanding oversight and maintenance of tactical plans, equipment and weapons.
- Engaged with local individuals and community leaders at public and private events to discuss ways to reduce crime.
- Eliminated process discrepancies by accurately investigating felony-level property and violent crimes, including sexual assault, domestic violence and sexual misconduct to achieve 95% successful prosecution rate.
- Increased field contacts, vehicle stops, criminal arrests and traffic citation volumes by effectively leading The Ridgetop Police department and establishing operational goals.
- Verified and authenticated validity and admissibility of evidence and preserved its integrity for court hearings while testifying under oath in administrative hearings and criminal court cases.
- Implemented training programs for new recruits.
- Planned, scheduled and supervised work of 10-12 subordinates.
- Effectively rolled out new systems for criminal prosecutorial case logs, crime reports, investigations, suspect records and operational agendas, resulting in strengthened traceability.
- Oversaw more than 100 criminal investigations each year, specializing in domestic violence cases.
- Conducted witness interviews and gathered details regarding misdemeanor and felony incidents to determine course of action.
- Mitigated risks by accurately analyzing and evaluating criminal prosecutory information, including complaints, citations and search warrants while processing crime scenes for district attorney and magistrate office case preparation.
- Led shift briefings to inform officers of important considerations such as properties to check and individuals of note in local areas.
- Educated staff members on proper field procedures to boost public trust in officers.
- Liaised with local, state and federal regulatory agencies to streamline investigation completion.
- Guided officers through difficult situations, backing up teams onsite and advising on strategic decisions.
- Backed up patrol officers during difficult stops or to answer complex questions.
- Investigated allegations of employee misconduct, reported findings and coordinated warranted disciplinary actions.
- Structured assignments for subordinates based on current patrol priorities, special requirements and individual strengths.
- Commanded on-scene tactical teams during critical incidents.
- Gave presentations at community groups and public events highlighting work of police officers and special teams.
- Led teams by example, consistently demonstrating correct behaviors and enforcing policies and procedures.

- Managed shift schedules, including granting or denying leave requests and obtaining coverage for shortages.
- Responded to call-outs during periods of low coverage or high demand to serve public in the city.
- Inspected officers and vehicles to identify and correct any unprofessional appearances.

**Police Officer, Detective, FTO, GDI, 07/2004 to 12/2009**

**Millersville Police Department – Millersville, TN**

- Submitted evidence to supervisors, crime labs or court officials for legal proceedings.
- Collaborated with law enforcement investigators and court officials to determine evidence requirements and deliver timely, helpful support.
- Provided optimal support to investigations by staying up to date on processing procedures and how to handle high priority evidence.
- Kept detailed records of evidence and evidence storage inventories, double-checked procedures and monitored access to prevent unauthorized handling.
- Carried out day-day-day duties accurately and efficiently.
- Verified and authenticated validity and admissibility of evidence and preserved its integrity for court hearings while testifying under oath in administrative hearings and criminal court cases.
- Mitigated risks by accurately analyzing and evaluating criminal prosecutory information, including complaints, citations and search warrants while processing crime scenes for district attorney and magistrate office case preparation.
- Accompanied officers during shifts to evaluate performance and resolve any incorrect behaviors.
- Led shift briefings to inform officers of important considerations such as properties to check and individuals of note in local areas.
- Liaised with local, state and federal regulatory agencies to streamline investigation completion.
- Backed up patrol officers during difficult stops or to answer complex questions.
- Investigated allegations of employee misconduct, reported findings and coordinated warranted disciplinary actions.
- Structured assignments for subordinates based on current patrol priorities, special requirements and individual strengths.

**EDUCATION** \_\_\_\_\_

Police Academy, 09/2003

**Walters State Community College** - Morristown, TN

Incident Response to Terrorist Bombings, 2017

**New Mexico Tech** - Socorro, NM

Prevention and Response to Suicide Bombings, 2018

**New Mexico Tech** - Socorro, NM

**Penn Foster** B.A. Criminal justice 2021

**AFFILIATIONS** \_\_\_\_\_

- Tennessee association of chief of police.
- Tennessee law enforcement training officers association.
- Tennessee Meth task force.
- Governors highway safety office
- International homicide investigators association

• Police benevolent association  
 — CERTIFICATIONS —

- Certified police instructor
- Domestic violence instructor
- Interview and interrogation
- P.O.S.T. certified
- Defensive driving instructor
- Field training officer
- General departmental instructor
- D.U.I. instructor
- Chemical weapons
- A.S.P.
- Taser
- C.P.R.
- Prevention and response to suicide bombings
- Incident response to terrorist bombings
- Sport and special event enhanced risk management
- Special event public information and emergency notification
- F.B.I. law enforcement executive development.
- Ethical leadership
- Defensive tactics
- Use of Force
- Emergency vehicle operations.
- Interview and interrogation

ADDITIONAL INFORMATION \_\_\_\_\_

I am a firm believer in training. I have well over 2000 hours of specialized classroom training in the police/security field. I have worked and managed security projects for the past 20 years for several different security companies such as APEX and Integrated security.