

Kenneth E. Evans

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EDUCATION

Master of Public Affairs in Disaster & Emergency Mgt (MPA)

Park University

Bachelor of Science in Criminal Justice Administration

Park University

- Magna Cum Laude

- Pi Gamma Mu - National Honor Society

Senior Executives in State & Local Government

Harvard University

School of Police Staff & Command #356 (SPSC)

Northwestern University

Senior Mgt Institute for Police (SMIP)

Police Executive Research Foundation (PERF)

Leadership Executive Leadership Institute (ELI)

FBI-LEEDA

Leadership Command College, (LCC) - Law Enforcement Management Institute of Texas (LEMIT) SHSU

Master Peace Officer

TCOLE

Certified Emergency Manager (CEM / Held 10 years)

IAEM

Professional Development Series (PDS)

FEMA

LEADERSHIP ATTRIBUTES

Proactive and highly engaged public safety executive with demonstrated success across municipal and county public safety organizations with community policing, emergency management, homeland security, UASI, and with the Department of Justice Collaborative Reform. Having worked at the intersection of operations, leadership, and collaboration, I translate deep, real-world operational experience into effective public safety consulting, training, strategic planning, and advisory-focused sales that align operational realities with organizational goals, budgets, and decision-making processes.

PROFESSIONAL EXPERIENCE

Mobile Communications America (MCA)

Austin, Texas Metropolitan Area

Public Safety Account Executive (AE) / (MR Motorola Solutions)

August 2024 to Present

- Serve as a trusted advisor to public safety agencies across Central Texas by prospecting, qualifying, managing, and supporting high-value technology initiatives aligned with agency mission needs and long-term strategic plans. This role was created to provide senior-level operational insight and solution leadership to help customers navigate complex public safety technology environments.

- Deliver executive-level briefings, demonstrations, and solution discussions highlighting the operational advantages, capabilities, and integrations across the Motorola Solutions ecosystem. Support agencies throughout the full solution lifecycle—from discovery and technology roadmap alignment through deployment coordination and long-term account growth.
- Collaborate closely with cross-functional teams across engineering, deployment, legal, marketing, and operations to ensure solutions are implemented effectively, compliantly, and in alignment with customer expectations. Create, negotiate and finalize the solutions quotes. Manage entire sales, negotiations, purchasing process and delivery of products and solutions. Maintain ongoing account relationships to support system implementation, training, support, expansion, modernization, and evolving operational requirements.

Williamson County Sheriff's Office

508 S. Rock St. Georgetown, TX 78626

Undersheriff / Chief Deputy

January 2020 to August 2022 (Retired)

- Led significant organizational review and changes to ensure alignment with **'National Best Practices'** and development of an organizational cultural of open and true employee collaborative leadership for an agency of **approximately 600 FTE's & \$70 million annual budgets**
- Active membership in the **Major County Sheriffs of America (MCSA)** and **Texas Sheriffs Assn**
- Important changes to all critical policies resulting in major use of force reductions, pursuits, internal affairs complaints, serious infractions and litigation
- Reviewed all major agency lawsuits providing executive recommendations to the County Attorney and Commissioners Court on Settlements
- Major changes to **departmental training** practices designed to support and improve employee **critical task training** such as **use of force, de-escalation, emergency response driving, & firearms**
- Implemented streamlined **recruiting** and **hiring processes** with major reduction in time required to complete the process with highly improved outcomes
- Significant changes to the **employee disciplinary process** creating highly improved processes, fair and impartial treatment and employee representation
- Worked with County Attorney, State Union Attorney's, Employee Labor Board to build Civil Service foundation and support, prior to **state civil service** implemented

Commerce City Police Department

7887 E. 60th Ave. Commerce City, Colorado 80022

Deputy Chief of Police

June 2016 to June 2020

Hired from an external process as a Police Commander to assist in changing the culture and direction of the agency. Ultimately promoted to DC of Operations to further assist in the **Collaborative Reform Initiative** through the **Department of Justice**.

- Instrumental in significant organizational changes & improvements resulting in quickest agency turnaround **DOJ** staff had observed from Coast LAPD to Coast NYPD based on their experiences
- Highly involved in leadership & organizational culture changes resulting in highest employee retention rate in city, dramatically improving from the previous 80% in 3-year turnover rate
- Lead development of Strategic Plan to better align agency with **"National Best Practices"**
- State Board Member of **Colorado Information Sharing Consortium (CISC)** National Leader in LE data exchange

Live Oak Police Department

8022 Shin Oak, Live Oak, Texas 78233

Chief of Police

June 2012 to March 2016

The Live Oak Police Department is a premiere Texas law enforcement agency of 50 sworn and civilian employees. The department has an annual operational budget of almost \$4 million. We promote a progressive policing model for our community, which is the northeast gateway community to the City of San Antonio, Texas.

- **Vice-Chairman** of Alamo Area Police Chief's Association (AAPCA)
- **Vice-Chairman** of AACOG's Regional Emergency Preparedness Committee (**REPAC**), leading significant improvements for Regional Strategic Planning in alignment with state and federal goals
- Facilitated agency certification in the **Texas Police Chief's Recognition Program**
- Led Community Based Policing initiatives resulting in **annual top 20 rankings for NNO**
- Voting member of both **REPAC** and **San Antonio UASI Committees**
- Led a new **Multi-Agency SWAT** funding initiative and initiated **Regional SWAT ILA**
- Initiated development of region wide multi-agency efforts to standardize LE responses and Best Practices Officer Involved Shooting Investigations (**OIS**) protocols
- Assisted in initiation and acquisition of multi-agency Victims Assistance Coordinator position
- Responsible for **multi-agency Radio System** supporting nine agencies
- Initiated and managed the hosting of **multi-agency RMS & CAD System** to improve situational awareness and cost sharing benefits

Round Rock Police Department

2701 N. Mays, Round Rock, Texas 78665

The Round Rock Police Department -A CALEA Accredited 155-Officer force- (total of 218 employees and a budget of \$22.96 million) serving a city population over 108,000 people.

Lieutenant, Administrative Services Division

August 2007 to June 2012

Division tenure included supervision of approximately fifty employees including the Training Detail, Property & Evidence Unit, Records Section, Community Services, Recruiting, Animal Control Unit, Emergency Communications Center and Emergency Management with a combined budget of \$5.8 million. The following represents an overview of management duties while in this division:

- **30 Communications Center dispatchers** handling 145,000 Fire & Police Calls per year
- **8 full-time police trainers** handling all recruiting, hiring, and training
- **7 Records Unit personnel** processing over 8,500 police reports per year
- **5 Animal Control Unit Officers** handling approximately 9,000 yearly calls for service
- **Property & Evidence Unit** managing over 35,000 items in P&E
- Member of Command Staff responsible for **policy, procedure and discipline** for the agency
- Responsible for all **promotional processes** within the agency
- Instrumental in developing **quarterly** and **annual training model** with clear objectives for training onsite and at Ft. Hood, Texas
- Provided staff level input into the initial vision and concept for **onsite regional training facility**
- Served as the City's **Assistant Emergency Management Coordinator (EMC)**
- **Operations Section Chief** for the (Type-3) Capital Area Incident Management Team
- **Operations Section Chief** with Texas Forest Service **EMAC deployment to Greene County, New York** for assistance in disaster response and recovery during **Hurricane Irene**
- **Operations Section Chief** during Recovery Phase of **Type 1 Bastrop Complex Fire**
- **Deputy Operations Section Chief** during **Type 1 PK-West Complex Fire**

Lieutenant, Patrol Division

October 2006 to August 2007

Served as the Lieutenant over several Patrol Shifts, Traffic Investigations and Enforcement Units, Criminal Interdiction Unit and the Collision Reconstruction Team, while also serving as the city's Assistant Emergency Management Coordinator. The following were a few notable accomplishments:

- Directly involved in the design and construction of the **\$23 million dollar Police Department and Emergency Operations Center**
- Assigned to State Capitol during the **79th & 80th Legislative Sessions** to attend and speak before the House and Senate on numerous bills affecting Law Enforcement & Emergency Management
- Served as 1 of 12 **Regional Mutual Aid Coordinators** within the 10-county region
- **Chaired** the Department's **Awards Committee** initiating significant changes bringing about notable improvements and re-establishing credibility within the organization
- Developed, wrote and assisted in the passage of **HB 2077**, legislation designed to give RRPD legal authority to conduct License and Weight inspection and enforcement measures
- Managed the implementation of the **new Motorcycle Unit**

Sergeant, IMPACT / Organized Crime Unit

February 2004 to October 2006

Supervised the department's highly trained and proactive Impact Unit. Investigations included homicide, robbery, burglary, narcotics, auto-theft, organized crime and several areas of criminal interdiction such as interstate, hotel/motel, and postal/freight. The unit was responsible for resolving significant crime trends in the community. Several of the following are notable accomplishments while in this assignment:

- Co-chaired the Committee responsible for developing an entirely new **Performance Management**
- Initiated **pay for experience** policy and **promotion system** changes
- Developed new policy and procedures for **confidential informant (CI)** process and documentation
- Initiated and led the well-publicized **multi-agency "Chop-Shop" investigation**
- Developed concept and coordinated the first-ever **county-wide TABC alcohol-sales "sting" ops**
- Facilitated and led several multi-agency statewide organized crime investigations
- Engaged in support of cases involving the **FBI, DEA, US Marshals, ICE and US Secret Service**
- Initiated and developed strong mutual aid relationship with **TX DPS Air Support Unit**
- Key leadership and investigative role solving a Brutal 1980's Cold Case Homicide (**Stephenville**)

K-9 Officer, (IMPACT / Organized Crime Unit)

August 2001 to February 2004

- Developed the **new unit's mission, organizational structure and operational focus** which ultimately became one of the department's most successful specialized units
- Spearheaded numerous large-scale investigations in response to complex community crime trends such as Vehicle Burglary Investigations, resulting in **30% reduction in crime category**
- Involved in numerous large narcotics and currency seizures during interstate criminal interdiction efforts resulting in the **identification and prosecution of several international drug rings**

Other Positions Held With the Round Rock Police Department

April 1999 to August 2001

- **SFST, DRE and TCOLE** Instructor
- **Chairman** of the **Awards Committee**
- **FEMA ICS and HSEEP** Instructor
- Field Training Officer (**FTO**)
- Collision Reconstruction Team (**RECON**)
- School Resource Officer (**SRO**)
- Law Enforcement Explorer Advisor

El Paso Police Department

911 N. Raynor El Paso, Texas 79903

The El Paso Police Department -A **1,100-officer force**-civil service organization, serves a city of over **700,000 people**. My varied duties in El Paso afforded me the opportunity to experience many aspects of policing in a large, ethnically diverse urban community.

Traffic Officer, Traffic Division

March 1996 to April 1999

Selected as Regional and later the Headquarters, Traffic Division officer. Obtained full certification as a License and Weight Enforcement Officer and worked traffic enforcement and Highway Criminal Interdiction. One of two **Primary Instructors** for **DRE & SFST** for the **El Paso Police** and **Regional Training Academy** additionally taught for **US Customs, Border Patrol**, and numerous agencies throughout the **State of Texas**.

Patrol Officer, Patrol Division

November 1993 to March 1996

Completed the El Paso Police Academy and was subsequently assigned to the Westside Regional Command for a probationary year as a police officer. Volunteer to transfer to the Northeast Regional Command, noted as having a significant high crime/gang activity and served as a Field Training Officer.

Sergeant, United States Army

September 1988 to September 1993

Sergeant, United States Army Military Police, **101st Airborne Air-Assault Division**, Ft. Campbell, Ky. Selected as Squad Leader over more senior Non-Commissioned Officers, law enforcement Patrol Supervisor for 33-person shift, served in numerous global assignments to include **Germany** from 1989-1991 and **Honduras, Central America** in 1992.

Labor Relations Experience

Held the office of **President** of the Round Rock Police Officers Association (RRPOA) for two terms. Worked to develop an “**informed consensus**” among the Association’s Executive Board, Chief of Police, City Human Resources, Legal, Finance, Manager and Council to improve working conditions, including the creation of an innovative pay scale, incentive pay and disciplinary system that improved morale, recruiting and retention. Our development of a fair and equitable disciplinary matrix and process as an alternative to civil service, won praise from the American Civil Liberties Union, which suggested it as a statewide model. This led to significant positive changes in the city, county and Central Texas law enforcement.

GRANT EXPERIENCE

- **Vice-Chairman** of the Regional Emergency Preparedness Committee (**REPAC / AACOG**)
- Selected as LE **voting member** for the San Antonio **UASI** by Alamo Area Police Chiefs Group
- **Chaired** the Regional Law Enforcement Standardized Equipment and Training (**LESET**) Committee for the **CAPCOG** Homeland Security Task Force Committee (**HSTF**)
- Served as committee **co-chairman** responsible for planning, designing, staffing and budgeting the new Regional Fusion Center (**Austin Regional Intelligence Center -ARIC**) located at TX DPS
- Initiated grant, designed and managed project for approximately \$1.5 million in grant funding for two state-of-the-art regional and statewide incident management command platforms
- Directly involved in successfully developing a regional plan and effort to obtain **grant funds** for armored assets ultimately obtaining **3 Bear Cats** and **2 Bears** for **5 Type-2 Regional SWAT Teams**

AWARDS

“Administrator of the Year-2008,” RRPD

- **“Merit Certificate,”** Round Rock City Council (Hurricane Ike Deployment)
- **“Police Officer of the Year-2003,” RRPD**
- **“Exemplary Service Commendation,” (x3), RRPD**
- **“Unit Citation Award,” (x3), RRPD**
- **“Department Commendation,” RRPD**
- **“Police Officer of the Year-2002,” & “Legislative Award,” C.L.E.A.T.**
- **“3rd Place Award,”** 2003 National Narcotic Detector Dog Association Conference (NNDDA)
- **“Top Gun Award,”** (*Best Rookie K-9 Team*), 2003 NNDDA

TEACHING / INSTRUCTOR / LECTURER

University of Texas San Antonio (UTSA) -

- **Adjunct Lecturer** - Criminal Justice
 - Undergraduate Courses
 - Graduate Courses

Texas Engineering Extension Program (TEEX) & Texas Commission on Law Enforcement (TCOLE) -

- **DRUG Recognition Expert (DRE) & Standardized Field Sobriety Testing (SFST) Instructor**
 - El Paso Sheriff's Academy
 - El Paso Police Department
 - Statewide Peace Officer Certified Courses - Texas & New Mexico
- **Drug Impairment Training for Educational Professionals (DITEP - IACP)**
- **TCOLE Instructor (In-Service & Academy courses)**
- **Facts of Law Course** – Round Rock High School –
 - Popular Student Curriculum Personally Designed, Taught and Continued by Others for years