

Mayor Andrew J. Ginther  
City Hall 2nd Floor  
90 West Broad Street  
Columbus, OH 43215

October 12, 2019

Re: Columbus Police Chief

Dear Mayor Ginther:

This letter expresses my desire to become the Columbus Police Chief. I respectfully request your consideration of my more than three decades of law enforcement experience, formal academic achievements, professional credentials, and community partnerships committed to reform, accountability, and Constitutional policing. My initial Police Officer Certification was obtained in Arizona, and I currently hold an active Law Enforcement Certification in the State of Washington.

Since retiring from Seattle's Police Department, I have remained active in public safety by consulting in the areas of law enforcement technology, leadership, and collaborative police reform. I focus on organizational structure for effective policing and constituent relationships (internal and external). Additionally, I hold a Subject Matter Expert designation from the International Association of Chiefs of Police Collaborative Reform Initiative-Technical Assistance Center and am a Past President of the National Organization of Black Law Enforcement Executives (NOBLE). My résumé is replete with leadership experience, assignments, and accomplishments, but I will expand on areas not obvious in that document.

I excel at effective community engagement as exemplified by requests and accolades by the President Obama White House as well as from local communities. At the request of The White House, congressional leaders, local advocates, and law enforcement leaders, I have assisted communities in crisis following police shootings of people of color. For my continuous work in advancing 21st Century Policing through community trust building dialogue, I was the 2017 recipient of the Robert Lamb Jr. Humanitarian Award. My experience with community engagement and structuring community policing programs is the core of my personal philosophy and policing strategy. It is my belief that building trust through community policing will remain an integral part of my leadership style. I have had significant success in building and leveraging partnerships with multiple church denominations and religions. Churches have provided access to immigrant communities and cultures while also serving as neutral venues for dialogue. These relationships have added invaluable perspectives and have changed police practices, policies, and training.

A national law enforcement crisis has created an urgency for local change. I lead understanding the intersections of American policing history, civil rights, and 21st Century Policing. My penchant for constitutional policing and procedural justice were personal drivers for accepting a leadership role as Assistant Chief of Police with the Seattle Police Department, which was under a Department of Justice (DOJ) negotiated settlement agreement. Coming into the organization, I identified some underlying structural issues affecting culture and proposed solutions to effect change. Also, I have worked to develop technologies that support police response to homeless and mental health crisis calls for service. In addition to my experience in Seattle, my prior experience working with organizations under DOJ monitoring includes Oakland and Ferguson. I have experience with both documentation and reporting requirements having previously worked closely with external oversight for transparency and independent police auditors. I have also worked with police departments lending my skillsets for inspection management/organizational efficiency reviews similar to DOJ inquiries.

I capitalized on the invitation to provide testimony to President Obama's 21st Century Policing Taskforce to share my experience and academic research on the future of policing. Serving as one of twelve members on President Obama's Law Advisory Group chaired by Vice President Biden, our task was to provide recommendations for expanding 21st Century Policing in the context of Black Lives Matter and recent police ambush attacks. In addition to contributing to the Taskforce inquiry and President Obama's law enforcement advisory group, I continue to co-present with several task force members at leadership conferences. Likewise, the U.S. Senate and House of Representatives

invited me to relay my experiences and recommendations toward contemporary civil rights struggles and improving criminal justice.

Serving in the capacity as NOBLE's Vice President and then President, I have gained valuable experience responding to communities in crisis following officer-involved shootings. I assembled a response team and academic think tank to build capabilities and initially address challenges in Ferguson. While in Ferguson, we had the opportunity to engage active members of the community and advise the Interim Police Chief with high frequency. A "lesson learned" from community interaction was the need to construct transparent policing and city government processes. The think tank codified the 21st Century Policing tenets as we responded to other police shootings in several cities.

With respect to leadership, I have benefited from mentoring programs with opportunities to shadow effective chiefs of police. Professional development opportunities are necessary in a disciplined organization. I have identified critical leadership development skill sets and created a structured pathway for promotion and succession for subordinates. Professional training (local and national) aligned with the community and organizational needs was made available to subordinates seeking advancement.

Misconduct investigations and discipline were sometimes necessary during my 19 years in command ranks and 28 years' assigned subordinate personnel. I have worked with independent police auditor/accountability offices (in two jurisdictions) and citizen review committees. As an Internal Affairs sergeant and commander, I was the designated committee liaison. A board, committee, or commission may add a layer of review more palatable to constituencies.

I have engaged residents and community organizations to reduce violent and property crimes. Program success was based on analytics of crime and offenders but also included community mobilization. Technology was important, however, it was the analysis of variable factors that resulted in efficient deployment of resources. Teams had clear objectives supported by data and resources toward reducing victimization, and the impact on crime was significant. We were successful in reducing crime without over policing or disparate treatment of minority populations. The task forces were well-disciplined and produced measurable results.

Furthermore, I value the communities, businesses, congressional and professional relationships, which have broadened my networks. I have been described as a leader having a multi-dimensional perspective on public safety and an exponential approach toward problem resolution. My participation in professional and academic cohort organizations enables me to engage in problem examination and develop nonlinear resolution strategies. I have also utilized novel approaches to leverage partnerships with neighborhoods and communities to address systemic issues. While in Seattle, I formed an extensive public and private safety and security council which provided grants to local law enforcement and donations to the local police foundations in the interest of advancing public safety and community policing.

Last, I am active in several law enforcement professional affiliations and remain contemporary in the industry and maintain tactical, analytical, and leadership networks. I continue my leadership roles as a law enforcement trainer, mentor, and as a congressional resource. Most recently, I have been keynote speaking at law enforcement events and continuing community presentations on 21st Century Policing. However, I place greater value on personal contributions of time giving back to the community through community service on boards and local non-profit organizations, which helps build relationships and legitimacy. I am excited by the opportunity to role model for youth and engage them at every turn. I am currently involved with three programs that focus on youth second chances, mentoring, and building STEM enthusiasm through flight training for youth.

Thank you for this opportunity. I am available to clarify any of the items contained in my résumé or to discuss my experiences.

Best Regards,



Perry A. Tarrant

Attachment(s): Résumé

# Perry A. Tarrant

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## **DYNAMIC AND INNOVATIVE POLICE EXECUTIVE**

**Dedicated to effective police service through proactive community engagement, technology, and private-public collaboration.**

Proven experience in managing police and community relationships. Effective crime reduction through community collaboration and multi-level government coordination. Academic foundation in leadership and organizational structure. Structural efficiency demonstrated through community-based diversity recruiting, retention, strategic staff development, and mentoring. Depth of law enforcement and life experience. Effectively combines academic skills, practical, and personal experience in decision-making and integrates appropriate technologies into problem solutions.

Disciplined, highly motivated, and inspires others. NOBLE National President. Experienced and committed to developing staff and the law enforcement profession. Builds and rallies the team around the mission. Subject matter speaker in law enforcement, academia, and community forums. Successfully works with multiple organizations in disaster mitigation and response. Recognized as an innovative crisis incident tactician and subject matter expert. Manages high stress, life-threatening crises, organizes complex operations, and ensures neighborhood quality of life.

### **PROFESSIONAL SKILLS**

#### **LEADERSHIP**

- Instructor/Collaborator at the Washington State Law Enforcement Command College
- President Obama's Law Enforcement Association Working Group
- Elected President of National Organization of Black Law Enforcement Executives (NOBLE)
- Exceptional Public Safety consensus builder between large corporations and public to reduce crime and build community policing
- FEMA Certified Incident Commander Incident Management Team (IMT) for Southern Arizona. Command of a nationally standardized, multi-disciplined, multi-jurisdictional IMT charged with responding to any type of large complex event, mass casualty hazards, or disasters in the region. Team building and training regional response capabilities.
- Experience in transportation and infrastructure security. Extensive training in Domestic Preparedness and Response.
- Highly successful at developing resolution strategies for over 1,000 high risk, life-threatening incidents through negotiations and/or SWAT tactics.

#### **OPERATIONAL PLANNING**

- Effective development of counterterrorism strategies, complex and large-scale events planning, Presidential and dignitary protection and transportation, protests and civil disobedience response, and labor strike.
- Super Bowl XLIX Executive Planning Committee and Resource Working Group
- Executed crime reduction strategies, achieving a sustained reduction in criminal activity during the strategic operational period (National recognition for best practice strategic model; larceny reduction plan)

#### **INNOVATION**

- IACP Collaborative Reform Initiative – Technical Assistance Center Subject Matter Expert
- Co-founder of Greater Seattle Security Council (corporate security and area law enforcement) for community safety
- Chair of NOBLE Technology Taskforce - community engagement, officer safety, and effective crime reduction
- “The Future of Policing.” (Keynote speaker, 2018 FBI National Academy Associates Annual Conference)
- Collaborative community approach to reduce violent crime
- Develop efficiencies in resource deployment for events/incident response
- NOBLE Technical Assistance (Community engagement, Policy Audit, Investigation Review)
- “A Whole Community Plan for Reducing Gangs and Violence.” Yakima, WA
- City of Yakima Comprehensive Emergency Management Plan (and staff training model)
- “A Plan to Recruit & Retain a Diverse Law Enforcement Workforce.” (President's Task Force on 21st Century Policing via NOBLE)
- Architect of property crime reduction using the systems-approach Tucson Police Department (NOBLE conference lecture)
- Developed best practices for “securing communities” from drug trafficking organizations (Border Security conference)
- National support Rapid Response Teams for National Safety Security Events (2007 RNC, 2009 G20 Summit)
- Applying information technology to improve information sharing and mission focus in public safety (Major City Chiefs 2007)
- Gang outreach protocols based on counter-terrorism strategies and United Kingdom international gang conference
- Innovating Hate-crime and Bias-based Policing and principle outreach liaison focusing on needs of unique communities
- Project Manager for the grant management and procurement of mobile video systems for the Tucson Police Department

**LANGUAGES:** Spanish – non-technical (Latin America)

## EXPERIENCE

### **SEATTLE POLICE DEPARTMENT**

#### **ASSISTANT CHIEF OF POLICE**

**FEB. 2015~SEP. 2018**

- Operational command and fiscal responsibility of Special Operations & Homeland Security
- Management representative for labor negotiations (3 unions)
- Operational training and compliance with DOJ Settlement Agreement
- Oversight of 1,100 Special Events requiring law enforcement deployment
- All-hazard and threat preparedness/ response
- Liaison to securing pro sports venues, major events, and infrastructure

### **NATIONAL ORGANIZATION OF BLACK LAW ENFORCEMENT EXECUTIVES (NOBLE)**

**2016~2017**

- Elected to lead national law enforcement leadership professional association
- Developed NOBLE's Center for Policing Excellence (Think tank)
- Created Crisis Community Response and "NOBLE Town Halls"
- Comprehensive constitutional policing management/organizational review

### **NORTHERN ARIZONA UNIVERSITY**

**2012~2016**

- Adjunct faculty – Public administration instructor (leadership focus)
- Intelligence Analysis BA & MA degree/curriculum development

### **FEMA EMERGENCY MANAGEMENT INSTITUTE (EMI)**

**2011~2015**

- All-Hazards Incident Management Teams (AHIMT) Type III curriculum evaluator/instructor
- Arizona Department of Emergency Management (ADEM) AHIMT Type III responder/instructor

### **CITY OF YAKIMA, WA**

#### **EMERGENCY PREPAREDNESS DIRECTOR (PUBLIC SAFETY DIRECTOR)**

**2014~2015**

- Develop and maintain an integrated hazards reduction, mitigation, and recovery plan
- Migrate police operational planning and city events to NIMS/ICS format

#### **GANG INITIATIVE MANAGER**

- Build and direct a suppression, intervention, and prevention plan for the community
- Coordinate execution with area law enforcement and criminal justice agencies (courts, jails, and DOC)
- Oversee intervention case-management
- Manage grants and service providers

### **TUCSON POLICE DEPARTMENT**

#### **POLICE CAPTAIN**

**2005~2014**

- Investigation Division Commander  
Commanding officer of detectives. Responsible for ensuring follow-up investigations and crime suppression strategies. Maintained investigative taskforces, business networks, and community group interaction toward crime reduction.
- Specialized Response Division Commander  
All-hazards Preparedness Commander, Counterterrorism Commander, Operations Chief (Incident Action Plans). Crisis tactical & technical operational planning and response. Complex special event & dignitary protective operations commander.
- South Patrol Division (precinct) Commander  
Management and delivery of public safety-first responders and investigators. Neighborhood & local business coalition builder. Targeted crime/area deployments, Co-chair of City services team "City Team South."

#### **POLICE LIEUTENANT**

**1997~2005**

- Executive Officer to the Chief of Police  
Communication liaison & project/assignment tracking, Research & Analysis.
- South Patrol Commander  
Personnel management of patrol squads and shifts, Neighborhood association liaison, Crime reduction project manager.
- Tactical Support Section Commander  
Fiscal management of aviation and canine operational readiness. Personnel selection, training, and deployment.
- Neighborhood Crimes Commander  
Management of decentralized detective squads.
- East Patrol Commander  
Personnel management of patrol squads and shifts. Neighborhood association liaison. Probationary officer training & tracking.

### **SUPERVISORY ASSIGNMENTS:**

Internal Affairs, Traffic, Bomb Squad, SWAT, Adam One Team (community project), West Patrol supervisor

**1990~1997**

### **OTHER ASSIGNMENTS:**

Canine Unit, SWAT, Adam One Community Policing Team, West Patrol officer

**1980~1990**

## EDUCATION

**NORTHERN ARIZONA UNIVERSITY**  
Flagstaff, AZ  
Master of Public Administration  
[Leadership Emphasis] with Distinction

**UNIVERSITY OF VIRGINIA**  
Charlottesville, VA  
Graduate Certificate  
[Criminal Justice]

**THE UNIVERSITY OF ARIZONA**  
Tucson, AZ  
Bachelor of Arts in Political Science  
[Counterterrorism Minor]

## CERTIFIED LEADERSHIP PROGRAMS

FBI Academy Quantico, VA  
FBI National Academy (Session #247)

Center for Leadership Excellence, Phoenix, AZ  
Leading Police Organization (Faculty Development)

National Organization of Black Law Enforcement Executives  
& Cedarville University, Alexandria, VA  
Law Enforcement CEO Training & Mentoring Program

International Association of Chiefs of Police, Alexandria, VA  
West Point Leadership

National Fire Academy, Emmitsburg, MD  
FEMA All-Hazards Incident Cmdr. (Instructor Certificate)  
FEMA All-Hazards Operations Chief.  
U.S. Forestry Academy, Tucson, AZ  
NIMS Command & General Staff

The University of Arizona, Tucson, AZ  
Eller Southwest Leadership

Arizona State University, Tempe, AZ  
Public Manager Course

Police Executive Research Forum, Washington, D.C.  
Senior Management Institute for Police

International Association of Chiefs of Police, Alexandria, VA  
Civil Disorder Resolution: Command Strategies

## OTHER CERTIFICATES

Federal Aviation Administration (FAA) – Commercial Pilot - Instrument rated

## ARTICLES

“Hiring & retaining a diverse workforce in law enforcement.”  
President’s Task Force on 21st Century Policing

“Securing Local Communities from Drug Trafficking Violence.”  
3rd Annual Border Security Conference.

“Human smuggling human trafficking for law enforcement.”  
Arizona Black Law Enforcement 2014 Annual Conference

“Policing in America: Lessons From the Past, Opportunities for the Future.”  
Heritage Foundation, Washington, D.C.

“Focused police recruiting of minorities and women in law enforcement: A new plan.”  
City of Tucson

## ADDITIONAL LEADERSHIP EXPERIENCE

National Organization of Black Law Enforcement Executives (NOBLE) National President	2016–2017
Our Family Services Board of Directors President	2012–2014
NOBLE Region IV Vice-President	2012–2014
Tucson Police Commanders’ Association Member and co-Founder (Past Executive Board)	2003–2014
Our Family Services Board President	2012–2014

The University of Arizona Alumni Assoc. Black Alumni Club (Past President)	2005–2009
The University of Arizona Alumni Assoc. Nat’l Bd.	2006–2009
NOBLE Arizona Chapter President	2003–2005
Our Family Services Board of Directors	2001–2010
Information & Referral Board of Directors	2001–2006

## PROFESSIONAL AFFILIATIONS

Law Enforcement Leaders  
FBI National Academy Associates (FBINAA)  
International Association of Chiefs of Police (IACP)  
All-Hazards Incident Management Teams Assoc.  
National Organization of Black Law Enforcement Executives

Police Executive Research Forum  
Tucson Police Commanders’ Association  
Airborne Law Enforcement Association  
National Tactical Officers’ Association

### **AWARDS & RECOGNITION**

2017 Robert Lamb Humanitarian Award  
Retirement Medal (Tucson Police Department)  
City of Tucson Mayor's Recognition of Community Service  
Unit Medal of Excellence 3x (Tucson Police Department)  
Medal of Meritorious Service (Tucson Police Department)  
Medal of Exemplary Service (Tucson Police Department)

2017 Trail Blazer (The University of Arizona Alumni)  
25 Most Influential African-Americans (Vanguard–Tucson, 2013)  
2009 Supervisor of the Year Arizona Black Law Enforcement  
100 African-American Men Making a Difference  
Male Role Models and Mentors (Delta Sigma Theta)

### **COMMUNITY ORGANIZATIONS & BOARDS**

The Breakfast Group (Professional men mentoring youth)  
Community Leaders Board (Youth detention diversion)  
Safe Yakima Valley Board of Directors  
United Way of Central Washington  
We Care Coalition (Tucson, AZ)

Our Family Services (Board President)  
The University of Arizona Alumni Association National Board  
The University of Arizona Black Alumni (Immediate Past President)  
Information & Referral Board of Directors (Former President)