

RICHARD W. SANDERS

CAREER SUMMARY

An accomplished leader with over 35 years of federal and local law enforcement experience, including the last 16 years in executive leadership positions. Successfully managed large multi-million dollar budgets while supervising DEA operations, multi-agency task forces, and most recently as Chief of the Jeffersontown Police Department. Repeatedly recognized for developing outstanding working relationships (both internally and externally) and consistently excelled at all levels.

EMPLOYMENT EXPERIENCE

Jeffersontown Police Department – 2007 to present

- **Chief of Police** – Jeffersontown Police Department, Jeffersontown, Kentucky. (2007-present) Appointed as Chief when morale was suffering due to questionable management tactics and the controversial termination of three employees by an acting Chief. In five years gained the respect and trust of the community and employees of the Department. Successfully implemented a K-9 program, an Explorer Program, and has expanded the Special Investigation Unit, which has seized more than \$500,000. More than \$200,000 in grant proceeds have been received for new equipment and projects. The Department has earned its fourth five-year state accreditation becoming the first agency in Kentucky to do so. Spearheaded revision of the Standard Operating Procedures resulting in fewer, more effective and efficient procedures. The most notable and important achievement has been the significant improvement of morale within the Department.

U.S. Drug Enforcement Administration (DEA) - 1983 to 2007

- **Assistant Administrator** - Operational Support Division, DEA Headquarters - Washington, D.C. (2006-2007) Appointed as the Assistant Administrator over the Operational Support Division by the DEA Administrator. Complete oversight of the agency's information technology, investigative technology, forensic sciences, and administrative management programs. Responsible for agency-wide management of the largest Division within DEA, both in terms of personnel (over 1,600), and budgetary resources (approximately \$430 million yearly). Also served as the Chief Information Officer for DEA.
- **Special Agent In Charge** - Chicago Field Division - Chicago, Illinois (2002-2006) Appointed to Senior Executive Service (SES) by the U.S. Attorney General and selected to be Special Agent in Charge (SAC) of the Chicago Field Division by DEA Administrator Asa Hutchison. Responsible for the management of 13 field offices within the states of North Dakota, Minnesota, Wisconsin, Illinois, and Indiana, the 5th largest field component within DEA. Supervised over 600 employees, including Special Agents, Diversion Investigators, state/local officers assigned to state and local task forces, and various support personnel. Assessed and established resource requirements and priorities necessary for accomplishing enforcement mandates and supporting DEA strategic objectives. With gangs controlling the retail distribution of narcotics, directed resources to attack gangs through High Intensity Drug Trafficking Area (HIDTA), state and local task forces and Mobile Enforcement Deployments. Established the "Top 21," an anti-gang initiative that targeted Chicago's worst criminals committing drug and violent offenses, accomplished through daily, collaborative, information sharing and monthly strategy meetings with the

federal, state, and local law enforcement and corrections agencies. Elected Chairman of the Chicago HIDTA Executive Board, which consisted of 18 law enforcement agency heads from various federal, state, and local entities. Promoted the enhancement of working relationships between agencies, resulting in effective, results-driven cooperative law enforcement efforts.

While SAC of the Chicago Field Division, provided oversight and direction of a voluntary mentoring program at the John P. Altgeld School. DEA Special Agents and support staff volunteered to serve as role models and mentors for disadvantaged and underprivileged youth of the School.

- **Assistant Special Agent in Charge** - Indianapolis District Office - Indianapolis, Indiana (2002) Responsible for management and supervision of over 100 personnel in 4 offices throughout the state of Indiana. Successfully ran regional enforcement and intelligence programs, implementing highly effective strategies that focused agency resources on priority targets. Responsible for developing and maintaining cooperative relationships with federal, state, and local law enforcement officials. Elected co-Chairman of the 15 member Lake County (Indiana) HIDTA Task Force. Fostered close ties with regional law enforcement in support of DEA's priority target enforcement objectives.
 - **Special Assistant to the Administrator** - Office of the Administrator - Washington, D.C. (2001-2002) Responsible for consulting with the DEA Executive Staff and other Senior Managers to collect, collate, and analyze agency planning and performance data. Paramount responsibilities were assisting the DEA Administrator in evaluating the feasibility of new programs and procedures, as well as the initiation and execution of managerial, administrative, and enforcement projects. Participated in high-level reviews of large-scale and international criminal investigations and programs. Facilitated the transition of Administrator Donnie Marshall to newly appointed Administrator Asa Hutchison.
 - **Resident Agent in Charge** - Louisville Resident Office - Louisville, Kentucky (1996-2001) Responsible for providing procedural and practical direction to Special Agents and officers initiating and pursuing drug trafficking investigations within the Western District of Kentucky. Maintained an active cooperative liaison with area law enforcement agencies, resulting in broader-based operations against significant trafficking groups and organizations in support of DEA objectives. Managed office budget expenditures.
 - **Supervisory Special Agent Pilot** - Aviation Field Division - Fort Worth, Texas (1994-1996) Responsible for initiating, coordinating, and managing a \$1.2 million annual training budget with the overall goal of ensuring operational readiness of 113 DEA Special Agent pilots, contract pilots and support staff.
 - **Special Agent Pilot** - Miami Field Division - Miami, Florida (1988-1994) Pilot-in-Command of multi-engine helicopters and airplanes based in Miami, Florida, and operating throughout the Caribbean, Central and South America.
 - **Special Agent** - Louisville Resident Office - Louisville, Kentucky (1983-1988) Conducted a full range of complex and sensitive drug trafficking investigations, including long-term undercover participation. Investigations included local and national priorities.
- Jefferson County (Kentucky) Police Department - Police Officer (1971 to 1983)**
- **Narcotics Detective** (1982-1983)
 - **Helicopter Pilot** (1979 to 1982)
 - **Homicide Detective** (1974 to 1979)
 - **Uniformed Police Officer** (1973 to 1974) and **Police Cadet** (1971 to 1973)

EDUCATIONAL BACKGROUND

<u>Institution</u>	<u>Major</u>	<u>Degree</u>	<u>Year</u>
University of Louisville Louisville, Kentucky	Administration of Justice	M.S.	1991
University of Louisville Louisville, Kentucky	Police Administration	B.S.	1979

Executive Leadership Training

- **University of Virginia Leadership Development Course** - Leesburg, Virginia - (02/26/96 – 03/22/96) Course specifically designed for DEA managers. Provided intense instruction focused on leadership skills including, administrative issues, conflict resolution, performance and motivational theory concepts as well as preparing and managing budgets. Enforcement-related instruction was provided that focused on the leader's ability to plan, coordinate, and manage enforcement operations and critical incidents.
- **DEA Leadership Forum** – Quantico, Virginia- Annually
First convened in 2000 to fulfill an identified need for interagency discussion regarding leadership development and training. Actively exchanged ideas regarding best practices for leaders. Participants in the Leadership Forum included DEA and FBI Special Agents in Charge, high-ranking Headquarters personnel, state and local police chiefs and sheriffs. Each Leadership Forum centered on challenges law enforcement leaders were experiencing such as managing a younger workforce (Generation X and Y), supervisory accountability, terrorism, current training initiatives, the focus of future leadership and management training, and commitment to leadership.
- **Government Services Administration (GSA) Executive Training Programs for Federal Executive Managers** – Washington D.C.- Numerous
Topics included federal procurement law, preparing and managing multi-million dollar budgets, and emerging human resource issues. Member of the International Association of Chiefs of Police and continues to attend annual meetings associated with Executive Leadership Training.
- **Introduction to New Police Chiefs Course** – Richmond, Kentucky – (2007) a 40-hour course taught by the Department of Criminal Justice Training (DOCJT).
- **Police Executive Command Course** – Richmond, Kentucky – Annually
A 40-hour course, taught by DOCJT, focused on executive leadership in law enforcement.

PROFESSIONAL HONORS & AWARDS

2002	Appointed to Senior Executive Service by the U. S. Attorney General
2001	Jefferson County Police Community Partnership
2000	DEA Exceptional Performance Award
1998	DEA Exceptional Performance Award
1997	DEA Exceptional Performance Award
1993	DEA Exceptional Performance Award
1991	DEA Exceptional Performance Award
1987	DEA Sustained Superior Performance Award
1985	DEA Special Achievement Award
1975	Jefferson County Police Officer of the Year Award
1975	Jefferson County Police Meritorious Service Award