



Cliff Sessoms

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PROFESSIONAL PROFILE:

- A dedicated professional with hands-on experience in personnel management, strategic planning and implementation, employee growth and development, policy development, budget administration, and community relations.
- A global thinker with local application.
- Creative problem solver with the willingness to listen, proactive, energetic, and willing to try new and innovative ideas.
- Diplomatic and culturally sensitive with a willingness to learn from others.

PROFESSIONAL EXPERIENCE:

MARION POLICE DEPARTMENT, Marion, IN

1996-Present

Deputy Chief of Police (2004-Present)

- Establishes and updates all policies and procedures which ensure the efficient and effective operation of the organization.
- Created evaluation process for all department employees.
- Responsible for the purchase and maintenance of all department equipment.
- Responsible to design an inventory control system and ensure all inventories are adequately maintained.
- Supervise personnel functions, e.g. payroll, scheduling, awards/recognition programs, recommendation for promotion, recommendation for discipline, and delegation of responsibilities to subordinates.
- Apply for and maintain all local, state, and federal grants.
- Supervise all civilian employees, e.g. dispatchers, records, and crime analyst.
- Supervise training department including the training budget and required annual training for all department personnel.
- Supervise the Criminal Investigations unit which includes all detectives and narcotics officers.
- Supervise the Community Initiatives Resource Team.
- Responsible for all public/media relations; responds to media request for information, responds to citizen concerns and complaints, gives presentations and speeches.
- Responsible for managing the department's internship program.
- Manages the department's information technology requirements, including working as a liaison between the police department and the City of Marion's Information Technology Department.
- Serves as administrator and coordinator for the Sister city program for the City of Marion.
- Created and manage facebook page for department, updates police department webpage.
- Serves on the Mayor's Commission Against Domestic Violence and the Police Department Chaplaincy Board.

Crime Analyst and Assistant Systems Administrator; Detective Corporal (2000-2004)

- Geo-coded and implemented police department computer aided dispatch and records management system.
- Implemented police department's Microsoft 2000 Network.
- Implemented police department's Microsoft 2000 Exchange Server.
- Purchased and maintained computer software and hardware for police department.
- Identified crime activity and locations by using software and mapping programs.
- Worked as a criminal investigator in solving acts of crime.

Deputy Chief of Police (1996-2000)

- Established and updated all policies and procedures which ensure the efficient and effective operation of the organization.
- Organized all personnel files.
- Responsible for the purchase and maintenance of all department equipment.
- Responsible to ensure all inventories are adequately maintained.
- Supervise personnel functions, e.g. payroll, scheduling, awards/recognition programs, recommendation for promotion, recommendation for discipline, and delegation of responsibilities to subordinates.
- Apply for and maintain all local, state, and federal grants.
- Supervise all civilian employees, e.g. dispatchers, victim's advocate and records.
- Supervise training department including the training budget and required annual training for all department personnel.
- Responsible for all public/media relations; responds to media request for information, responds to citizen concerns and complaints, gives presentations and speeches.
- Manages the department's information technology requirements.
- Worked closely with neighborhood associations to identify quality of life issues and develop solutions for improvement.
- Supervise and work closely with the Police Chaplain.
- Supervised Uniform Patrol Division which included fifty officers.

Uniform Lieutenant (1994-1996)

- Supervised the uniform officers who worked 1st shift; including two sergeants and twelve patrol officers.
- Supervised the traffic department which included two officers and two civilian.
- Responsible to recommend and create policy updates.
- Responsible to recommend discipline and corrective action when policies were violated.
- Responsible for scheduling for 1st shift; including request for time off and overtime considerations.
- Responsible for implementing and maintaining department's new computer aided dispatch and records system.

Detective Corporal (1990-1994)

- Responsible to investigate crimes, develop case information and forward case to prosecutor's office for charges to be filed.
- Worked various types of cases from simple thefts to rapes, robberies, and homicides.
- Created and organized system to track juvenile gang members.
- Created and served on department's juvenile gang task force.
- Responsible to process crime scene; to document and collect evidence, interview witnesses, victims, and suspects.

- Required to testify in criminal cases.
- Presented information to other law enforcement agencies, social clubs, and schools on gang violence and recognition of criminal activity.

Uniform Patrol Officer (1986-1990)

- Patrolled the streets of Marion responding to calls for service and initiating calls by way of traffic stops and identification of criminal activity.
- Gathered information from victims, witnesses, and suspects to complete reports. Would arrest and transport suspects to jail or juvenile facility when probable cause existed.
- Attended crime prevention meetings.

EDUCATION/RELEVANT TRAINING:

Indiana University, Kokomo, IN (2008) Bachelors Degree in Computer Information Systems

Indiana University, Kokomo, IN (Masters in Public Management December 2010 expected completion date)

FBI LEEDS, Quantico, VA (2007) Law Enforcement Executive Development – 80 hours

FBI National Academy, Quantico, VA (2005) High Intensity Law Enforcement Leadership – 10 weeks

Police Executive Leadership Academy, Indianapolis, IN (1999) Management and Leadership – 108 hours

Indiana Law Enforcement Academy, Plainfield, IN (1987) Basic Police Officer Training Academy – 12 weeks

MEMBERSHIPS AND AFFILIATIONS:

- Fraternal Order of Police
- Indiana Association of Chiefs of Police
- FBI National Academy Association
- Law Enforcement Executive Development Association
- Indiana University Alumni Association
- Board Member of the Mayor’s Commission Against Domestic Violence
- Board Member of the Marion Police Department Chaplaincy Program

AWARDS AND HONORS:

- 1981 Mississinewa High School Honor Graduate
- 1991 Crime Stoppers Officer of the Year
- 1993 Crime Stoppers Officer of the Year
- 1994 Meritorious Service Award; Marion Police Department
- 2006 Angel Award by City of Slidell, LA for recovery efforts after Hurricane Katrina
- 2008 Indiana University Graduate with Distinction – Honor

PROMOTIONS:

- 1991 Promoted to Detective Corporal
- 1994 Promoted to 1st Lieutenant
- 1996 Promoted to Deputy Chief of Uniform
- 2004 Promoted to Deputy Chief of Operations