

October 29, 2020

Mr. David Cooke  
City of Fort Worth  
200 Texas St.  
Fort Worth, TX 76102

Dear Mr. Cooke,

I have a challenging job that I love and very few other opportunities would interest me. Police Chief of my hometown of Fort Worth is at the top of a very short list. I respectfully and enthusiastically feel called to submit my resume for your consideration.

Carrollton has been my home in recent years, but Fort Worth is my DNA. Growing up on the west side, I always assumed I'd be a Fort Worth Police Officer someday. I first realized my innate distaste for injustice as a student at Monnig Middle School. After graduating from Western Hills High School, my formal law enforcement training took me to UT-Arlington where I earned both my undergraduate and graduate degrees in criminal justice, and where I still serve as an adjunct professor.

At 22, I was so anxious to start my career while still in college that I enthusiastically accepted a reserve officer position in a nearby town I'd never even heard of. When I joined the Carrollton Police Department in 1992, I dedicated my professional life to public service and eventually set a goal; earn every badge my department had to offer. I gained invaluable experience with each new badge up the ranks, and in 2017 I was proud to earn my final CPD badge when I was named Carrollton Police Chief.

My tenure as Chief has presented many challenges that have tested me and further strengthened my ability to lead. Thank you for the opportunity to mention just a few of them here. Several critical incidents during my tenure had potential to dominate news headlines but did not. I am proud of how my team came together to conduct thorough investigations, care for our officers and our community, and carefully control the message through transparency, effective media relations, a robust social media presence, and carefully cultivated relationships already established with key community groups.

I am proud of how my officers and professional staff responded to a sucker-punch of October 10, 2019 when a catastrophic, city-wide cyber-attack wiped out all computer systems and records. With no warning, we were reduced to paper and pen. Yet public safety was never compromised in the many months it took to recover.

Most recently, I am proud of how the Carrollton Police Department unexpectedly adapted once again in response to COVID-19. Our safety protocols and decentralization posed many internal challenges, but again public safety remained our priority.

To Fort Worth, I would bring established working relationships in the North Texas Law Enforcement Community. To Fort Worth, I would bring a keen understanding of how to build and maintain community trust through proactive, intentional community engagement. To Fort Worth, I would bring a deep desire to proactively protect my hometown through servant leadership.

Thank you for your consideration.

Respectfully,



Derick D. Miller

# Derick D. Miller



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## CAREER PROFILE

Highly motivated law enforcement executive with 28 years of service to the Carrollton Police Department. Consistently exhibits sound leadership and acumen required of an effective chief of police. Self-confident servant leader who possesses a strong work ethic, positive approach, and robust administrative and organizational skills. Highly skilled coordinator of integrated law enforcement assets, components, and capabilities. Tempered with highly developed interpersonal skills, composed demeanor, and grounded in sound, principled values.

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## EDUCATION

Master of Arts, Criminology and Criminal Justice *August 2014*  
*University of Texas at Arlington, Arlington, Texas*

Graduate Certificate in Criminal Justice Education *March 2013*  
*University of Virginia, Charlottesville, Virginia*

Bachelor of Arts, Criminology and Criminal Justice *August 1993*  
*University of Texas at Arlington, Arlington, Texas*

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## EXPERIENCE

### CARROLLTON POLICE DEPARTMENT

*Carrollton, Texas | September 1992 – Present*

The City of Carrollton is the eleventh largest city in the Dallas/Fort Worth Metroplex. Carrollton lies in Dallas, Denton, and Collin Counties and covers an area of 37 square miles with a population of 136,869. The Carrollton Police Department is recognized by the Texas Police Chiefs Association's Best Practices Program and is known for its commitment to community engagement initiatives. The department employs 179 sworn officers, 53 professional staff, and 10 part-time staff. The organization has a budget of \$31.8 million.

### CHIEF OF POLICE

*November 2017 | Present*

Director of Carrollton's largest city department responsible for all police operations in a highly visible, fast-paced, dynamic environment. Develop and implement department policy and initiatives, author and manage budget in line with city strategic goals and represent the city and police department in all public safety matters. Lead all staff both sworn and civilian in our daily mission to proactively protect our community while treating all we encounter with professionalism, dignity, and respect.

- Achieved lowest crime rate in Carrollton's recent history, with fourth lowest part one crime rate of all DFW cities 100,00+ population behind only McKinney, Allen, and Frisco.
- Despite the challenging law enforcement recruiting environment, led hiring initiatives which resulted in a full and diverse sworn roster for the first time in recent department history.
- Maintained effective police department operations and public safety when unexpected city-wide cyber-attack crippled all computer systems and electronic records. Managed complex recovery, which continues a year later.
- Led department's COVID-19 safety protocols and decentralization resulting in limited cases among our officers and civilian employees to date.
- Authored and managed largest departmental budget, responsibly maintaining public safety resources in a fiscally conservative city.
- Emphasized commitment to community engagement initiatives, expanding our portfolio of programs to build rapport and relationships with all key demographics and community stakeholders.
- At no cost to taxpayers, provided officers heart-health screenings which led to diagnosis and treatment of several borderline or critical heart-health issues of which most officers were previously unaware.
- Established effective working relationships with all DFW major city police chiefs and with the district attorneys of Dallas, Denton, and Collin Counties.
- Support transparency and strategic communications through strong news media relations and social media management.
- Led response to three fatal officer-involved shootings, all of which ultimately resulted in officer no-bills. Immediate transparency and good media relations resulted in minimal and fair news coverage.
- Led the selection and acquisition of and transition to the Carrollton Police Department's first new records management system in more than 30 years.
- Established strong, close working relationship with the leadership of the Carrollton Police Officers' Association. They have, and use, my open-door policy.

**ASSISTANT CHIEF OF POLICE**

*February 2016 | November 2017*

**Operations Bureau Chief**

*February 2016 | November 2017*

- Responsible for the overall management of the Department's Operations Bureau. Led 120 sworn personnel including the Patrol Division, Field Investigations Unit, Traffic Unit, Bicycle Unit, and K9 Unit. Oversaw the Community Services Unit as well as the organization's award-winning Citizens' Volunteer program. Managed the bureau's \$15.5 million annual budget. Responsible for the development of operational policy.

**Chief of Tactical Operations – MQC Special Operations Group** *July 2016 | November 2017*

- Responsible for the oversight and administration of the Metrocrest Quad Cities (MQC) Special Operations Group, which includes the NORTEX S.W.A.T. team, Crisis Negotiator team, and Mobile Field Force. The MQC Special Operations Group is made up of approximately 100 sworn personnel from the Addison, Carrollton, Coppell, and Farmers Branch police departments. Duties include the development and management of a \$35,000 annual budget. Oversees the overall development of administrative guidelines, resource allocation, and personnel management.

**POLICE COMMANDER**

*October 2011 | February 2016*

**Professional Standards Division Commander**

*March 2013 | February 2016*

- Responsible for the oversight of formal internal affairs investigations and the adjudication of serious external complaints of police misconduct as prescribed by Chapter 143 of the Texas Local Government Code and departmental policy. Maintained command responsibility of the Compliance Unit, Professional Development Unit, Fiscal Affairs, and Public Affairs. Engaged closely with the Office of the City’s Attorney, Workforce Services Department and Risk Management to reduce and eliminate the City’s exposure to civil and criminal liability.

**Patrol Division Commander**

*October 2011 | March 2013*

- Responsible for the overall management of the uniformed patrol division, to include field investigation and traffic enforcement. Monitored and evaluated the efficiency and effectiveness of service delivery methods. Instrumental in the re-design and alignment of geographical patrol beat based on intelligence-led policing principals. Accountable for the technical aspects of crime prevention and law enforcement including criminal investigation, preventative patrol, traffic control, and records management.

**Ancillary Supervisory Assignments– Police Commander**

- Tactical Commander – North Texas Metro S.W.A.T. *October 2011 | February 2016*
- K9 Unit Commander *October 2011 | March 2013*
- Department Range Master *March 2013 | February 2016*

**POLICE SERGEANT**

*September 2000 | October 2011*

- **Department Training Coordinator** *September 2009 | October 2011*  
Planned, developed, and evaluated continuing educational programs, as well as recruit officer’s training. Program manager for the Police Training Officer (PTO) program. Developed and managed an effective recruiting program, which allowed for the successful hiring of diverse and qualified applicants.
- **Operations Support Unit Supervisor** *April 2006 | September 2009*  
Problem-oriented policing unit designed to support community-oriented strategies. Managed covert surveillance deployments, street level crime deployments, vice operations, and on-line child predator investigations. Supported operational deployments for the Narcotics Unit and Criminal Investigation Division.
- **Criminal Investigation Division – CAPERS Supervisors** *June 2003 | October 2005*  
Supervised criminal investigators and administrative staff in planning, organizing, and managing investigative disciplines that were broad in scope and complex in nature, to include: homicide, sexual assault, robbery, narcotics, forgery/fraud, and vice. Served as departmental liaison between the Department and the Dallas, Denton, and Collin County District Attorney’s Offices.

- **Patrol Supervisor**

*October 2009 | August 2010  
November 2005 | April 2006  
September 2000 | June 2003*

Supervised and participated in police patrol activities and investigation of criminal incidents. Managed and developed work schedules and geographic assignments of patrol personnel and assets. Directed patrol officers in community policing initiatives and problem-solving efforts. Administered departmental rules, regulations, policies/procedures, determined legality of arrests, and appropriateness of criminal charges. Identified operational challenges and recommended solutions.

**Ancillary Supervisory Assignments – Police Sergeant**

- Public Information Officer
- K9 Unit Supervisor
- Carrollton S.W.A.T. – Team Leader

*September 2010 | October 2011  
August 2007 | January 2009  
September 2000 | October 2011*

**POLICE OFFICER**

*September 1993 | September 2000*

**RESERVE POLICE OFFICER**

*September 1992 | September 1993*

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**PROFESSIONAL ACCOMPLISHMENTS**

**Teaching**

- Adjunct Professor/Lecturer – University of Texas at Arlington, Department of Criminology and Criminal Justice – *August 2014 | Present*
- Law Enforcement Instructor specializing in: Civil Liability, Case Law, Issues in Law Enforcement Use of Force, and Critical Incident Management.

**Professional Training**

- Graduate of PERF's Senior Management Institute for Police (SMIP) – *2015*
- Graduate of FBI National Academy, Session #252 – *2013*
- Graduate of FBI-LEEDA 50<sup>th</sup> Command Institute for Law Enforcement Executives *2011*
- Graduate of ILEA 43<sup>rd</sup> Management College – *2007*
- Graduate of ILEA 74<sup>th</sup> School of Supervision – *2002*
- Graduate of Carrollton Leadership Institute
- Graduate of Metrocrest Chamber of Commerce – Leadership Metrocrest, Class #28 - *2017*

## **Awards**

- Christ Community Connection's 2015 Business Honoree of the Year
  - City Manger's Outstanding Performance Award – 2014
  - Laura Cumbie Memorial Endowment Scholarship Recipient - 2013
  - Institute of Law Enforcement Administration's Professionalism Award - 2002
  - Officer of the Year – 1996
  - Numerous letters of commendation/recognition from within the Carrollton Police Department.
  - Numerous letters of commendation/recognition from citizens and others outside the agency.
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## **PROFESSIONAL AFFILIATIONS**

- FBI Joint Terrorism Task Force Executive Board Member with Top Secret Security Clearance
- Executive Advisory Board and Steering Committee Member, Caruth Police Institute at UNT Dallas
- Co-Chair Community Engagement Sub-Committee, Caruth Police Institute at UNT Dallas
- Secretary, North Texas Police Chiefs Association
- Texas Police Chiefs Association, Executive Women in Law Enforcement Committee
- Institute for Law Enforcement Administration, Advisory Board Member
- National Organization of Black Law Enforcement Executives, Member
- North Texas Emergency Communications Center, Operations Advisory Committee
- International Association of Chiefs of Police, Active Member
- Police Executive Research Forum, Member
- FBI National Academy Associates – Member
- The Honor Society of Phi Kappa Phi – Member
- Institute of Law Enforcement Administration Alumni Association – Past President