

# **Christopher A. Davis**

11 Greenwich Place | Colchester, CT | cad5017@gmail.com | 860-306-4025

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## **Professional Summary**

Seasoned and accomplished law enforcement executive with over 30 years of progressive experience, including 15 years as second in command in leading Connecticut police departments. Demonstrates a proven ability to manage complex organizational structures, develop strategic policies, and build lasting relationships with diverse communities. Skilled in crisis management, operational leadership, and fostering a culture of professionalism, accountability, and transparency. Holds a Master's degree in Criminal Justice and is a recognized expert in CALEA Accreditation, innovative community policing, and officer development. Committed to leveraging experience, integrity, and vision to enhance public safety and community trust.

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## **Professional Experience**

### **Deputy Chief of Police**

#### **Simsbury Police Department | 2020 – Present**

- Serve as Acting Chief of Police during the Chief's absence, ensuring smooth operations, maintaining organizational stability, and leading critical incidents.
- Collaborate with the Chief of Police to establish and implement strategic goals, ensuring alignment with community values and department objectives.
- Lead the department's CALEA Accreditation process, ensuring all policies, procedures, and operations meet or exceed national standards and legal requirements.
- Supervise management personnel across multiple divisions, cultivating leadership skills and driving accountability at all levels.
- Oversee human resources and labor relations, including recruitment, collective bargaining, and staff development, to build a resilient and professional team.
- Act as Incident Commander during emergencies and major events, applying advanced crisis management skills to ensure public safety and effective resolution.
- Develop and manage the department's budget, optimize resource allocation, and secure grant funding to enhance operational efficiency and technological capabilities.
- Spearhead special initiatives, such as implementing innovative training programs, to advance the department's mission and elevate officer competency.
- Provide professional guidance and advisement to the Police Commission and other town agencies, fostering interdepartmental collaboration and trust.

## **Deputy Chief of Police – Professional Standards Bureau**

### **East Hartford Police Department | 2018 – 2020**

- Directed the Internal Affairs, Accreditation, and Training Divisions, ensuring adherence to professional standards, ethical conduct, and operational integrity.
- Successfully led the department through a rigorous CALEA On-Site Assessment, resulting in continued accreditation and national recognition for excellence.
- Restructured recruitment and training programs to reflect contemporary policing standards, improving candidate quality and officer preparedness.
- Conducted organizational audits to identify inefficiencies and implement process improvements, enhancing overall operational effectiveness.
- Oversaw sensitive Freedom of Information (FOI) requests, ensuring compliance with transparency and legal obligations.
- Initiated and managed cross-functional projects, leveraging collaboration to address complex organizational challenges.

## **Police Captain**

### **Manchester Police Department | 2011 – 2018**

- Served as Acting Chief of Police, managing department-wide operations, strategic initiatives, and crisis response during the Chief's absence.
- Directed the Uniformed Services Section, overseeing Patrol, Investigative Services, Youth Services, and specialized units such as the Community Policing Unit and Domestic Violence Outreach Team.
- Designed and launched the Community Crime Report program to improve transparency, build public trust, and foster engagement with residents and businesses.
- Managed a \$20 million operating budget over six years, ensuring fiscal responsibility while delivering high-quality services.
- Authored grant proposals that secured \$375,000 for a regional mobile command post, enhancing the department's emergency response capabilities.
- Supervised the design and construction of a \$500,000 dispatch center, modernizing communication infrastructure.
- Collaborated with local leaders and town departments to address community needs and align public safety initiatives with broader municipal goals.
- Represented the department before the Connecticut General Assembly, advocating for legislative changes that support public safety and law enforcement.

## **Detective Lieutenant**

### **Manchester Police Department | 2008 – 2011**

- Managed the Detective Division, Youth Services Unit, and Four-Town Regional Narcotics Task Force, leading investigations into major crimes and narcotics operations.
- Directed crime analysis and monthly COMPSTAT reporting, using data-driven insights to guide strategic decision-making.
- Demonstrated advanced readiness and leadership during Active Shooter and Critical Incident Response situations.
- Conducted internal investigations to uphold ethical standards and accountability across the department.

## **Additional Leadership Roles**

**Detective Sergeant, Patrol Sergeant, and Patrol Officer** | Manchester Police Department (1994 – 2008)

- Led major crime investigations, trained new officers, and developed community policing strategies that strengthened relationships with residents.
  - Designed and implemented a police report writing course for new recruits, enhancing the accuracy and professionalism of departmental documentation.
  - Acted as Public Information Officer, managing media relations and public communication strategies to ensure transparency and trust.
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## **Education**

**Master of Criminal Justice** | Boston University | 2006

**Bachelor of Sociology** | Eastern Connecticut State University | 2004

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## **Honors & Awards**

- **Distinguished Service Medals** (4)
  - **Meritorious Service Medals** (3)
  - **Chief's Citation Medal** (1)
  - Numerous Departmental and Citizen Letters of Commendation
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## **Core Competencies**

- **Leadership & Strategic Vision:** Proven ability to lead departments through strategic planning, operational improvements, and policy development.
- **Community Engagement:** Expert in building trust and collaboration between law enforcement and the community.

- **Crisis Management:** Extensive experience as an Incident Commander during critical incidents and high-pressure situations.
- **Accreditation & Compliance:** Deep expertise in CALEA Accreditation and ensuring compliance with national and state standards.
- **Fiscal Responsibility:** Skilled in budget development, grant writing, and resource optimization to enhance department capabilities.