

Michael Jay Smathers

Professional Experience

November 1994-Present: Charlotte Mecklenburg Police Department, Charlotte, NC

The department serves a community of 809,000 with 1850 officers within a jurisdiction of 438 square miles. The CMPD is a CALEA Certified agency formed from the merger of the City of Charlotte and Mecklenburg County Police Departments (1993). The department is a recognized innovator and practitioner of community policing with a keen focus on crime fighting and crime prevention through strict accountability. Emphasis is placed on policing at the neighborhood level along with strong community collaboration.

March 2012-Present: Police Major

- Support Services-Lab/Evidence Bureau-Leading a multi-function, full service Crime Lab, Crime Scene Search and Evidence Management Units supervising 90 employees. Responsible for all equipment/uniform and supply purchases for over 2,300 CMPD employees. Crime Lab processed over 10,000 service requests for evidence in 2015 to include DNA, Chemistry, Firearms, Latent Prints and Questioned Documents. Crime Scene personnel handled over 9,000 calls for service utilizing state of the art equipment and practices for forensic evidence collection. Evidence Management unit maintains custody of over 290,000 pieces of evidence.
 - Initiated/received \$580,000 grant to outsource testing of sexual assault kit backlog.
 - Implemented Evidence Locker system in patrol division offices saving thousands of hours of officer time transporting evidence to central storage location allowing them to remain in service in their assigned work areas.
 - Revamped Crime Scene Search schedule to provide better coverage, reduce wait times for victims and more staffing to process scenes.
 - Implementing review and destruction of Misdemeanor evidence held beyond statute of limitations impacting 40,000 pieces of evidence no longer needed.
 - Revamped currency protocols reducing on site storage of evidence currency by over \$1 million dollars.
 - Negotiated/Implemented Uniform/Equipment contract valued at \$9 million dollars.
 - Directly responsible for budget of \$7.63 million dollars-direct purchases beyond salaries exceeding \$5 million dollars.
- Criminal Investigations Bureau-Overseeing all criminal investigative units to include Homicide; Robbery; Sexual Assault; Youth Crimes; Domestic Violence; Cyber-Crimes; Missing Persons; Cold Case Homicide/Rape and Financial Crimes. Responsible for the overall direction, response and results for all investigations of these crimes while supervising 2 Captains, 2 Lieutenants, 11 Sergeants and 115 detectives.
 - Lead and manage all homicide investigations with a 2014 clearance rate of 81%.

- Lead and manage all criminal investigations for all officer involved shootings and internal criminal complaints. Proven track record for holding officers accountable for criminal behavior.
- Revamped Officer Involved Shooting protocols to strengthen investigative process and facilitate thorough case reviews to better serve community concerns.
- Implemented numerous improvements within Youth Crimes to strengthen partner relationships, increase forensic interviewing and increase sense of urgency for all crimes involving juveniles.
- Increased cold case capacity and added cold case victim support component continuing to strengthen the cold case unit which remains a national leader in these investigations. Utilized DNA outsourcing to expedite cold case DNA processing resulting in dozens of “hits” on cases.
- Extensive work with the national Innocence Project promoting best practices for eyewitness identification to avoid wrongful conviction with presentations to NYPD, Philadelphia PD, New York Legislature, Maryland Legislature, Georgia Police Chiefs and DOJ Webinar.
- Streamlined/modernized Cyber Crime Unit processes to allow for unit expansion and increased mission to support explosion of cyber evidence within all investigations.
- Directly responsible for \$10.3 million budget

November 2006-2012: Police Captain

- Criminal Investigations Bureau-Commander of the Armed Robbery/Sexual Assault Units. Responsible for the investigation of all robberies and adult sexual assaults supervising 4 sergeants and 25 detectives.
 - Revamped all robbery investigative protocols, enhancing trend identification and rapid response, raising clearance rates 37%.
 - Police Chief Unit Citation Award winner citing case work, trend identification and robbery reductions.
 - Led cold case Sexual Assault Unit, nationally recognized for reducing extensive backlog of dormant cases resulting in significant case clearances and guilty verdicts. Received competitive federal grant for addition of a prosecutor and a DNA analyst resulting in a national model for cold case best practices.
 - Strong engagement with numerous community groups, colleges/universities in Charlotte utilizing strong partnerships for sexual assault crime investigation, regular information sharing and crime prevention to include a strong sexual assault prevention awareness campaign.
 - Developed custom Crime Stopper Reward Programs for commercial robbery locations resulting in multiple arrests and case clearances.
- Field Services (Patrol)-Commanded the Eastway Division-an ethnically diverse, densely populated division serving 48,000 people within 10 square miles supervising 95 officers and ten 10 sergeants.

- Spearheaded an aggressive community outreach effort to the large Latino population in the division.
- Successfully managed two federal grants-Weed/Seed and Project Safe Neighborhood with significant crime reductions in targeted areas.
- Implemented first CompStat model for roll call briefings and overall implementation in patrol division; co-wrote city ordinance controlling traveling amusement carnivals in response to violent incidents; started a crime response team to deploy rapidly to crime trends.
- Community Relations Award finalist for previous work in the Hidden Valley Community.
- Chiefs Community Policing Award winner for leading the investigation at a crime plagued hotel which led to multiple arrests/convictions and the federal seizure of the property; recognized for numerous community policing initiatives throughout the division; managed the delivery of all police services.
- Achieved Violent Crime Reduction of 10% each year.
- Special Operations (SWAT)
 - Commander of the SWAT Negotiation Team. Responsible for restructuring the entire team to one utilizing a proactive, intelligence led protocol; secured funding to remodel negotiation command vehicle with computers, video monitors and a state of the art phone system; coordinate and lead response for all barricaded and suicidal subjects.
 - Commander of Mobile Field Force Platoon-Led Platoon at various demonstrations and crowd management assignments for Democratic National Convention 2012. Received extensive training in protest and crowd management.

November 1994-2006:

- Officer-Sergeant (No Lieutenant Rank prior to 2012)

Served successfully as a Community Policing Sergeant, shift sergeant and joint Community/Drug Team sergeant in the North Tryon Division; patrol officer, training officer, community police officer and SWAT negotiator in the Metro Division.

Education

- Federal Bureau of Investigation National Academy, 255th Session, 2014
- Senior Management Institute for Police (SMIP) sponsored by the Police Executive Research Forum, Session 39, 2008
- Coursework underway for Master of Science in Security Studies, East Carolina University, Greenville, North Carolina.
- 1989 Bachelor of Science Degree, Business Administration, Liberty University, Lynchburg, Virginia.

Professional Accomplishments/Organizations

- Police Executive Research Forum
- FBI National Academy Associates
- International Association of Chiefs of Police
- State of North Carolina Advanced Law Enforcement Certificate
- State of North Carolina Certified Basic Law Enforcement Training (BLET) Instructor/Adjunct instructor at the Charlotte Mecklenburg Police Academy 1999-Present
- Guardian Ad Litem Mecklenburg County-Court appointed Custody Advocate
- Co-Chair of 2009 United Way Campaign
- Read Charlotte-Community Literacy Initiative Work Group Member, 2015
- Medal of Merit recipient