

## 2100503 - City of Albuquerque Chief of Police UN

**Contact Information -- Person ID: 22722577**

Name: CLINTON na NICHOLS Address: [REDACTED] US

Home Phone: [REDACTED] Alternate Phone: [REDACTED]

Email: [REDACTED] Notification Preference: Email

Former Last Name: [REDACTED] Month and Day of Birth: [REDACTED]

**Personal Information**

Driver's License: Yes, Colorado , [REDACTED] , Class CM

Can you, after employment, submit proof of your legal right to work in the United States? Yes

What is your highest level of education? Master's Degree

**Preferences**

Minimum Compensation: \$110,000.00 per year

Are you willing to relocate? Yes

Types of positions you will accept: Regular

Types of work you will accept: Full Time

Types of shifts you will accept: Day , Evening , Night , Rotating , Weekends , On Call (as needed)

**Objective**

Continue to work in law enforcement at the Executive Level.

**Education**

**Graduate School**  
**JONES INTERNATIONAL UNIVERSITY**  
 www.jiu.edu  
 11/2006 - 11/2008  
 Centennial, Colorado

Did you graduate: Yes  
 Major/Minor: Leadership and Influence  
 Units Completed: 36 Semester  
 Degree Received: Master's

**College/University**  
**COLUMBIA SOUTHERN UNIVERSITY**  
 www.columbiasouthern.edu  
 8/2003 - 8/2006  
 Orange Beach, Alabama

Did you graduate: Yes  
 Major/Minor: Criminal Justice Administration  
 Units Completed: 121 Semester  
 Degree Received: Bachelor's

**Work Experience**

**Adjunct Professor**  
 9/2011 - Present

Hours worked per week: 40  
 # of Employees Supervised: 70  
 Name of Supervisor: Rita Hayes - Department Chair  
 May we contact this employer? Yes

COLLEGE OF SOUTHERN NEVADA  
 www.csn.edu  
 3200 E. Cheyenne Ave  
 North Las Vegas, Nevada 89030  
 702-651-4000

**Duties**

North Las Vegas, NV  
 Instruct 2-3 courses a semester, live and online; Introduction to the Administration of Justice.  
 Manage an online course delivery system, which includes; discussion forums, exams, writing

assignments, attendance, grades and media rich curriculum content.  
 Develop curriculum for courses, create a syllabus and course materials.  
 Know and understand instructional methodology and apply it within the classroom.  
 Adhere to a high standard of professional accountability and ethics while introducing my professional experience into the classroom.

### Reason for Leaving

Took another position.

### Police Lieutenant

9/1992 - Present

LAS VEGAS METROPOLITAN POLICE  
 DEPARTMENT

www.lvmpd.com

400 S. Martin Luther King Blvd.

Las Vegas, Nevada 89106

702-828-3111

Hours worked per week: 60

# of Employees Supervised: 52

Name of Supervisor: Csaba Maczala - Captain

May we contact this employer? Yes

### Duties

Achieved a Nevada POST Management Certificate and Master Instructor Certificate.  
 Attained Incident Command System/National Incident Management System (ICS/NIMS) 700 Certification.

Fifteen years of progressively responsible leadership positions within the law enforcement field;  
 Police Lieutenant promoted January 2006, Police Sergeant promoted September 2000

A solid work history of developing relationships with other agencies, entities and communities through my work with the LVMPD Explorer Program, the faith based, "Safe Village" community model, Sheriff's African-American Recruitment Council, LVMPD Promotional Review Board and Executive Board Member of Nevada Crime Stoppers and the College of Southern Nevada's Law Enforcement Students Council.

Supervised the LVMPD/FBI Safe Street Task Force, the LVMPD/FBI Criminal Apprehension Team (CAT) and the LVMPD/Nevada State Parole and Probation Repeat Offender Program (ROP).

Department of Homeland Security Clearance; 2015

Chaired LVMPD Robbery Reduction Task Force for three consecutive years.

Committee Member of; LVMPD Regional Forensic Science Stakeholder Board, LVMPD Promotional Review Board, LVMPD Body Camera Review Board, Robbery Homicide Bureau Sub-Committee Member for Commission on Accreditation for Law Enforcement Agencies (CALEA), and Eyewitness Identification Policy Review Panel.

### Reason for Leaving

Took another position.

### Chief of Police

9/2015 - Present

Commerce City Police Department

www.c3gov.com

7887 E 60th Ave

Commerce City, Colorado 80022

303-727-3919

Hours worked per week: 40

# of Employees Supervised: 142

Name of Supervisor: Roger Tinklenberg - Interim City Manager

May we contact this employer? Yes

### Duties

Accountable for all law enforcement and public safety initiatives within the city, delivering quality policing services to all residents in a fair and equitable manner.

Provide wide-ranging leadership and direction for 135 high performing full-time employees and while overseeing a budget valued at \$19.7M.

Responsible for the administration and general conduct of all community policing, law enforcement, and crime prevention activities within the community.

Create positive community relations through continual communication with all members of the community.

Notable achievements while in the position have included:

- o Developed a 5-year strategic plan for 2022 in anticipation of the Department of Justice Collaborative Reform efforts.

- o Successfully navigated the organization through the Department of Justice Technical Assistance through the Collaborative Reform Efforts in 2017.
- o Established the Commerce City Recruiting Plan designed to increase diversity and attract quality applicants in all positions.
- o Appointed by the Governor to the Colorado Auto Theft Prevention Authority and as a member of the 911 Authority Board in 2018.
- o Selected as the chairman of the Adams County Communication Executive Board.
- o Recognized as the first Colorado Law Enforcement Agency to adopt body-worn cameras in 2017.

### Reason for Leaving

Currently employed.

### Corporal

1/1986 - 3/1992

UNITED STATES MARINE CORPS  
www.usmc.mil  
2nd Battalion 5th Marines  
Camp Pendleton, California 90210  
7024993213

Hours worked per week: 40  
# of Employees Supervised: 15  
Name of Supervisor: Varied - Varied  
May we contact this employer? Yes

### Duties

Decorated Combat Veteran; Gulf War-Desert Storm  
USMC Non-Commissioned Officer (NCO) Staff Leadership Development School

### Reason for Leaving

Honorable Discharge

### Certificates and Licenses

### Skills

Office Skills

Typing:  
Data Entry:

### Additional Information

Additional Information

Established twenty-two year decorated law enforcement veteran career with the Las Vegas Metropolitan Police Department.  
Police Lieutenant for nine years with varied assignments in Patrol, Field Training, Crisis Negotiator, Robbery Division Commander, Career Criminal Commander and Violent Crime Commander.  
Fifteen years of progressively responsible leadership positions within the law enforcement field.

### Professional Associations

Las Vegas Metropolitan Police Departments Explorer Program Advisor, Las Vegas Metropolitan Police Departments Promotional Review Board Member and Executive Board Member of Nevada Crime Stoppers.  
Founding member of the Las Vegas Metropolitan Police Departments faith based "Safe Village" community model.  
Sheriff's African American Recruitment Council and College of Southern Nevada's Law Enforcement Student Council.  
LVMPD Regional Forensic Science Stakeholder Board member, Body Camera Review Board member, Robbery Homicide Bureau Sub-Committee Member for CALEA and Southern Nevada Eyewitness Identification Policy Review Panel member.

### Honors & Awards

Awarded a Nevada POST Master Instructor Certificate, Nevada POST Basic, Intermediate,

Advanced, First Line Supervision and Management Certificate.  
Incident Command System/National Incident Management System (ICS/NIMS) 700 Certified.

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#### Honors & Awards

Graduated Magna Cum Laude from Columbia Southern University. GPA 3.7.  
Graduated Summa Cum Laude from Jones International University. GPA 4.0

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#### Additional Information

Early Identification and Intervention Program Training  
Fair and Impartial Policing  
Advanced Criminal Investigative Analysis  
Intelligence Unit Commander Seminar  
Threat Assessment and Management Training Seminar  
Facilitator Skills-Strategic Planning  
Preventing Harassment and Discrimination Training  
Project Management  
Leadership and Influence  
Change Management  
Succession Planning  
Performance Management  
Policy Formulation  
Constitutional Policing; Consensual Encounters/Investigative Detention  
360 Degree Feedback  
Can provide LVMPD Training Transcripts for entire employment period.

#### References

Professional  
**Stanton, Shari**  
Doctor  
Harrison Stanton Ltd & Associates

[REDACTED]

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Professional  
**Smith, Troy**  
Deputy City Manager

[REDACTED]

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Professional  
**Chatman, Harold**  
Commander

[REDACTED]

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Professional  
**Sheesley, Robert**  
City Attorney

[REDACTED]

#### Resume

**Text Resume****Attachments**

<b>Attachment</b>	<b>File Name</b>	<b>File Type</b>	<b>Created By</b>
JIU Transcripts.pdf	JIU Transcripts.pdf	<b>Highest Level of Education</b>	Job Seeker
CO Post Certificate.pdf	CO Post Certificate.pdf	<b>License</b>	Job Seeker
Clinton Nichols C3 Resume.pdf	Clinton Nichols C3 Resume.pdf	<b>Resume</b>	Job Seeker

**City-Wide Questions**

**1. Q:** Are you a current City of Albuquerque employee?

A: No

**2. Q:** If you are a current City of Albuquerque employee enter your employee ID.

A:

**3. Q:** If you are a former employee please enter the year you were last employed at the City of Albuquerque.

A:

**4. Q:** Have you or your spouse served in the military?

A: Honorably discharged Veteran (Attach DD-214)

**5. Q:** Do you have relatives working for the City of Albuquerque?

A: No

**6. Q:** If you answered 'yes' to the relatives question please provide the name, department and relationship of the relative(s) working at the City of Albuquerque.

A:

**7. Q:** Where did you first hear about this opportunity?

A: Other

**8. Q:** Are you receiving a PERA pension?

A: Neither of these

**9. Q:** Are you an alumni of AmeriCorps, Peace Corps, Senior Corps, or other National Community Service?

A: No

**Supplemental Questions**

**1. Q:** Do you possess a bachelor's degree or higher in criminal justice or related field?

A: Yes

**2. Q:** Do you possess ten (10) years or more of experience in law enforcement management/supervision (Preferably with a law enforcement agency within a major metropolitan area, at or above the rank of Captain/Commander or equivalent)?

A: Yes

**3. Q:** Do you possess or are you able to obtain a New Mexico Driver's License?

A: Yes

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**4. Q:** Do you possess a New Mexico Law Enforcement Certification?

A: No

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**5. Q:** If you answered 'no' to the question above, do you currently hold a law enforcement certification and are eligible to qualify for the New Mexico Law Enforcement Certification by Waiver course (Non-NM applicants)?

A: Yes