



## ACTING CAPTAIN ADRIENNE C. THOMAS

### PROFESSIONAL SUMMARY

Law enforcement professional with twelve years of progressively responsible experience in directing and leading Howard County Police Department goals and objectives. Related qualifications and skills include:

- Represents Diversity (demographics and in thought)
- Represents the community I serve
- 7 years of Progressive Supervisory Experience
- Acting Captain Experience
- Proven track-record
- Experience with major project/new policy implementation
- Career longevity to see Chief's vision come to fruition
- Active/familiar with community groups
- Strong administrative/operational skills
- Loyalty to Chief and his mission
- Trustworthy with sensitive information
- Command Staff Experience
- Mentor to other officers

### EDUCATION

#### **Bowie State University 2003-2008**

Bachelor of Science in Business Adm.  
 Graduated Magna Cum Laude 3.8 GPA  
 Member, Alpha Chi Honor Society

### EXPERIENCE

#### **Howard County Police Department, 2010-present**

- Community Services Bureau (July 2022-Present)
  - Acting Captain
  - Sworn position for a Police Captain who performs mid-management level and advanced police operations work to include planning; budgeting; scheduling; disciplining; formulating and implementing department goals and objectives; and managing the day-to-day operation of the Community Services Bureau.
- Office of the Chief (May 2021-July 2022)
  - Lieutenant (Chief of Staff)
  - Sworn position as a first-line administrator of the Office of the Chief of Police. The Lieutenant performs senior administrative operations work under the supervision of the Chief of Police.
- Community Outreach Division (March 2020-August 2021)
  - Lieutenant (Division Commander)
  - Acting Captain, December 3-December 21, 2020)
  - Sworn position as a first-line administrator of the Community Outreach Division. The position directly oversees the Community Outreach, Crisis Intervention Team, and the Community Outreach Patrol (COPS) Sections. The Lieutenant ensures that the mission, goals and objectives as it relates to community initiatives are achieved. The Lieutenant also develops long-range strategic plans to respond to the challenges within the community.
- Platoon 2 (August 2019-March 2020)
  - Lieutenant (Watch Commander)
  - Sworn position as a first-line administrator of patrol operations. The Watch Commander is responsible for directing sworn personnel and ensuring that policies, procedures, orders and regulations are followed. The Watch Commander performs mid-management duties such as directing personnel, administering operations, and supervising day-to-day operations on a patrol platoon, consisting of approximately 26 officers.

- Community Outreach Division (May 2017-August 2019)
  - Acting Lieutenant, June 4-11 2019; June 18-25 2019
  - Sergeant, May 2018-August 2019
  - Acting Sergeant, November 2017-May 2018
  - Corporal, May 2017-November 2017
  - Sworn position that performs a full range of duties assigned to a Police Officer/Police Officer First Class/Police Corporal, as well as administrative, lead worker and first-line supervisor duties when designated to do so by a higher authority. This position works to build relationships with the community members, groups, businesses, churches and other established organizations.

### Other Operational Experience

- Patrol Corporal, (August 2015-May 2017)
- Detective, Commercial Property Crimes (February 2015-August 2015)
- Detective, Residential Property Crimes (February 2014-February 2015)
- Patrol Officer (October 2010-February 2014)
- Howard County Police Academy #35 (April 2010-October 2010)

### SPECIALIZED TRAINING

- MD Chief's and Sheriff's Association Aspiring Leaders (2022)
- Senior Management Institute for Police (S.M.I.P) (2022)
- Howard County Equity Advisory Committee (2021)
- First Line Administrator Course (2021)
- Female Leadership Training (2019)
- First Line Supervisor Course (2018)
- Foundations of Leadership (2018)
- National Black Police Association Police and Community: Facing the Future Together Conference (2016)
- The Reid Technique of Interviewing and Interrogation (2014)
- Advanced Course on The Reid Technique of Interviewing and Interrogation (2014)
- Criminal Investigations School (2014)
- Assistant Recruiter (2014)