
JAMES D. CAVINESS, JR.
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PROFESSIONAL EXPERIENCE SUMMARY

Over twenty five years of experience in Law Enforcement and Security supervision and management, which includes experience as a Chief of Police. Trained in all levels of NIMS and ICS at the Incident Command Simulation Training Center, and researched and wrote Emergency Operations Plans for School Districts. Experienced in patrol, supervision, personnel operations, investigations, and training.

EMPLOYMENT AND EXPERIENCE

Farmersville ISD Police Dept.- Farmersville, Texas

August 2013 – Present

Chief of Police

- Direct and coordinate activities of police department in accordance with authority delegated by School Board or ISD Superintendent: Establish rules and regulations for department as required by Texas Commission on Law Enforcement..
- Coordinate and administer daily police activities through subordinates.
- Conduct internal investigation of members of department for alleged wrong doing.
- Direct activities of personnel engaged in preparing budget proposals, maintaining police records, and recruiting staff.
- Command forces during emergencies, such as fires and riots.
- Address various groups to inform public of goals and operations of department.
- Conduct preliminary investigations, gather evidence, obtain witnesses and make arrests.
- Answer calls and complaints and provide assistance to faculty, staff and students.
- Assist in case preparations and appear in courts as required or needed.
- Maintain contact with other law enforcement agencies to stay abreast of laws, ordinances and other appropriate guidelines.
- Conduct interviews, hire, train, and schedule officers.

North Lake College Police Dept. – Irving, Texas

Sept 2012 – August 2013

Police Officer

- Maintain order and law enforcement policies and regulations for the College Campus.
- Teach law enforcement related subjects to fellow officers
- Patrol college facilities and property on foot, bicycle and motor vehicle; issues citations, secure doors, gates, and other entrances and exits to the grounds and facilities.
- Investigate suspicious persons, suspected crimes and nuisances.

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- Conduct preliminary investigations, gather evidence, obtain witnesses statements and makes arrests.
 - Answer calls and complaints and provides assistance to faculty, staff and students.
 - Assist in case preparations and appears in courts as directed by supervisor.
 - Maintain contact with other law enforcement agencies to stay abreast of laws, ordinances and other appropriate guidelines.

Kaufman County S.O. – Kaufman, Texas

August 2004 – June 2012

Deputy Sheriff (Sergeant)

- Serve as School Resource Officer for Forney Independent School District and Scurry Rosser Independent School District
- Maintain order and law enforcement policies/regulations for the school district, as well as the surrounding communities which make up the Kaufman County area
- Research and establish written Emergency Operations Plans
- Research and establish Operations Plans for events and functions
- Coordinate with Campus Administrators and ISD level Administrators to ensure campus and ISD needs were met for the overall safety and security posture of the ISD

Adjunct Instructor

**Hunt County S.O./Paris Junior College, Greenville, TX
Texas State University, San Marcos, TX
East field College BPOC, Mesquite, TX**

March 2011 – Present

April 2012 – January 2013

July 2004 – October 2010

- Serve as a part time Adjunct Instructor in the Continuing Education Criminal Justice division.
- Serve as a part time Adjunct Instructor for School Resource Officer Training and Crime Prevention Certification
- Serve as a part time Adjunct Instructor in the Paris Junior College Criminal Justice School.

U.S. Army – Various Posts

April 1986 – January 1992

October 1979 – October 1982

Military Police (Squad Leader/Training NCO)

- Manage human resources for a squad of 15 Military Police.
- Orient and train personnel on policies and procedures.
- Develop and coordinate training for a 50 man strong platoon of Military Police.
- Patrol supervisor for road patrols. Desk Sergeant, which resulted in directing all law enforcement functions and activities, and making administrative decisions concerning law enforcement, some which could have international implications.
- Coordinating with Foreign Police and other law enforcement agencies.
- Built teams of law enforcement officers.

EDUCATION

Master of Science Degree in Criminal Justice, December 2013
Sam Houston State University
GPA: 3.75

Bachelor's Degree in Criminal Justice, Kaplan University November 2011

CERTIFICATIONS

TCOLE Advanced Instructor's Course	2016
TCOLE Firearm's Instructor Course	2015
Master Peace Officer Proficiency	2014
Sexual Assault Family Violence Investigation Instructor	2013
Certified Crime Prevention Specialist	2011
Mental Health Peace Officer	2011
ALERT (Active Shooter) Instructor	2010
Trainer for School Safety and Security Audits	2006
Incident Response to Terrorist Bombing Instructor	2005
TCOLE Basic Instructor's Course	2004

AWARDS/ACHIEVEMENTS

Life Saving Award
Start-up of a new Police Agency, to include licensing application, inspections and approval by TCOLE
Researched and initiated start up policies and procedures for new Police Agency (Farmersville ISD Police Department)
Researched and wrote Emergency Operations Plans.
Army Commendation Medal, U.S. Army, for development of weapons safety policies adopted installation wide at Ft. Sheridan, Illinois
Command Sergeant Major's Award of Excellence, U.S. Army, for outstanding leadership