

# EASTON L. MCDONALD

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## **Career Profile**

Major McDonald is an innovative and highly qualified leader in the Loudoun County Sheriff's Office. With 25 years of law enforcement experience, this seasoned executive has practical knowledge in many areas critical to leading any organization towards implementing the Six Pillars of 21st Century Policing. He has proven management know-how in crime analysis and crime reduction, strategic planning, human resource management, effective community engagement, policy development, crisis intervention training, special operations, criminal investigations, emergency management, traffic safety, and school safety.

He is a decisive leader and change agent who methodically assesses organizational effectiveness and strategically resolves critical incidents and crime trends. McDonald has a reputation for motivating the workforce, creating prolific relationships through active and conscientious involvement, and understands the importance of developing and supporting employees for optimal results. He actively seeks to utilize his wealth of experience and leadership qualities to promote organizational effectiveness and introduce proven crime-fighting strategies and community partnerships with a promising organization.

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## **Education**

- University of New Haven - Master of Science, Investigations
  - Ramapo College of New Jersey - Bachelor of Arts, Social Sciences
  - University of Louisville- Police Executive Leadership Graduate Certificate Program
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## **Professional Experience**

### **Loudoun County Sheriff's Office**

Loudoun County, VA \ May 2001- Present

Loudoun County is considered one of the nation's wealthiest counties and the data center hub of the United States, boasting an urban/suburban mixed population of 430,000 spread over 520 square miles. Loudoun County is home to the National Football League's Washington Commanders. The team headquarters and practice center are in Ashburn, Virginia. Loudoun County is a central transportation location connected to the Washington, D.C. Metro Subway system and home to the Washington Dulles Airport (IAD), the 25th busiest airport in the nation. The County has maintained the lowest crime rate in the Washington capital region. The department is the largest full-service sheriff's office in Virginia, with 650 sworn officers and 185 civilian employees.

### **Major-Division Commander**

March 2021- Present

- Responsible for overseeing the departments Operational Support Division. Provides support services through Traffic Safety and Enforcement, Field Operations Support, Response Teams, Crisis Negotiations, Honor Guard, Underwater Search Evidence Recovery Team, Search and Rescue, Explosive Ordnance Disposal, Personal Radiation Detection Team, Bicycle Team, Mobile Command Unit, Civil Disturbance Unit, sUAS Auxiliary Unit, Juvenile Education and Services, Adult Crime Prevention, Emergency Management and provides traffic safety units to support the

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agency through the Operational Support Division. Responsible for the divisions 73 sworn staff and 45 civilian staff.

- Oversees a budget of over \$11 million dollars
- Plans, prepares, and deploys operational response assets
- Directs personnel from the division during major incidents
- Ensures operational components are prepared to respond
- Partners with Mental Health Department and Family services
- Directs and participates in preparing annual division budget
- Manages proposals controlling and expenditure of appropriations
- Reviews and approves grant applications
- Coordinates mutual aid law enforcement operations
- Works with state, federal partners, and local agencies
- Approves personnel transfers and resolves disciplinary matters
- Directs the preparation of recurring special reports when needed
- Monitors division operations activities, and accountability
- Receives and resolves complaints; attends public meetings
- Explains the division's actions and functions
- Cultivates favorable public relations
- Reviews various literature, including legislative reports
- Develops and implements long-range planning for police services
- Ensures strategic plans for traffic safety initiatives
- Develops and maintains equity-minded goals, objectives & policies
- Conducts internal and external investigations
- Ensures compliance of state departmental rules and regulations
- Ensures consistency and alignment with the division's commitment
- Emphasizes innovation, creativity & transparency
- Performs other related duties as assigned

## **Captain - Assistant Division Commander**

January 2020 – March 2021

Oversaw the division for nine months in absence of retired Major. Re-organized civilian auxiliary unit, integrating sworn personnel and overhauled workflow to affect a 100% reduction of backlogged applications and background cases. Initiated traffic safety initiatives to reduce crashes and pedestrian fatalities.

- Made command decisions in absence of the Major
- Ensured compliance with general orders
- Introduced a new format for reducing crashes
- Oversaw with deployment of the division's specialty teams
- Developed and implemented departmental policies & procedures
- Monitored traffic section passing all state and federal DUI grants
- Oversaw DUI enforcement and traffic safety audits
- Attended monthly meetings with regional agencies
- Provided command level training to division supervisors

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- Managed Operational Support Division federal funding for Canine and EOD operations.
- Served as patrol duty officer
- Represented the sheriff on external boards
- Reviewed and approved agency general orders
- Completed squad level investigations
- Worked closely with County Office of Emergency Management
- Enhanced crime prevention to offer free home security assessments
- Responsible for fifty-person search and rescue team.
- Oversaw certification for Under Water Search and Rescue Team to dive in ice
- Managed the purchase of sonar scanner to increase safety and efficiency
- Oversaw safety equipment update for fifty-person Civil Disturbance Unit
- Secured Level One CDU training
- Remained under budget

## **1<sup>st</sup> Lieutenant - Office of Emergency Management**

January 2019 – January 2020

Worked in planning for natural and man-made disasters that would cause mass casualties and disruption in Loudoun County. These ranged from flooding to active shooters, infectious diseases and outbreaks such as Ebola, COVID-19 and the creation of reunification centers after a mass casualty incident.

- Executed emergency planning
- Participated in Federal Emergency Management Agency training
- Directed the development and implementation of emergency preparedness, terrorism response, disaster management plans, and other functions and programs
- Participated in creating the commodity and distribution emergency plans

## **2<sup>nd</sup> Lieutenant - Youth Services Section**

November 2017 – January 2019

- Oversaw daily safety & security operations for the third-largest school district in Virginia
- Consulted on an operational, memorandum of understanding between the Sheriff's Office and Loudoun County Public Schools
- Increased police leadership training for all forty-three school resource officers and supervisors
- Introduced mandatory training to include Fair & Impartial Policing, implicit bias training, Insight Policing conflict resolution training, Active Violent Incident (AVI) training, transgender awareness, and Fair & Impartial Policing
- Oversaw the implementation and purchase of thirty ballistic shields and updating rifles for all 43 School Resource Officers (SRO) and their supervisors
- Nominated and received agency recognition by the National Association of School Resource Officers (NASRO 2018) and received the award for being a model agency
- Oversaw research, assessment, and acquisition of all new technology in the division, initiating & overseeing projects
- Conducted sworn officer training for Fair & Impartial Policing supervisor training for several other agencies

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- Worked closely with the Loudoun County School Board to achieve working partnerships
- Worked with community stakeholders
- Reviewed agency policies and procedures to ensure transparency

## **Sergeant / School Resource Officer / Patrol**

August 2010 - November 2017

- Worked closely with school principals and school officials
- Worked with county partners Parks and Recreation
- Managed the station's day-to-day administrative and operational duties
- Worked various shifts, designing crime reduction plans
- Led crime reduction efforts, with successful outcomes
- Initiated culture change to guardian mentality
- Responsible for internal investigations and discipline
- Responded to Citizen complaints and conducted internal investigations

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## **Professional Activities**

- Member of National Association of Black Law Enforcement Executives (Northern Virginia Chapter President)
- Member of International Association of Chiefs of Police
- Member of Police Executive Research Forum
- Member of Virginia Sheriff's Association
- Member of Southern States Police Benevolent Association
- Member of Loudoun County Deputy Sheriff's Association (President)
- Member of National Association for the Advancement Colored People (Silver Life Member)
- Member of Omega Psi Phi Fraternity, Incorporated (Life Member)
- Member of Virginia Sheriff's Institute

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## **Career Highlights**

- Selected to develop model policies for new co-responder program
- Developed agency career development guidelines
- Developed outreach to address at-risk youth and gang resistance
- Initiated Youth Domestic Violence Prevention Program
- Created initiative to reduce pedestrian fatalities
- Utilized intelligence-led and predictive policing data from software (RMS), attaining 35% & 65% reductions in vehicular crashes in the 10-12 pilot intersections
- Reduced county crashes by 35% in the county
- Oversaw creation of co-responder Mental Health Support Team (CARE)
- Increased drones from one to five in two years
- Established Collateral Team Supervisor Training
- Awarded 2021 National Association of Counties achievement award for traffic safety initiatives
- Crisis Negotiator - 15 years
- Honor Guard member - 17 years
- Worked with LCSO leadership to secure 100 percent approval with the accreditation process

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- Negotiated memorandum of understanding with Loudoun County School Board for School Resource Officers
  - Worked closely with community stake holders Minority Student Achievement Advisory Committee (MSAAC) and Special Education Advisory Committee (SEAC)
  - Wrote the initial Bureau of Justice Assistance grant for de-escalation training (Insight Policing)
  - Introduced communication skills training for deputies
  - Awarded 2018 Model Agency award from National Association of School Resource Officers (NASRO)
  - Worked with the Omega Psi Phi Fraternity graduate chapter Sigma Mu Mu boys mentor program
  - Incorporated 21<sup>st</sup> century policing model to my areas of supervision
  - Assisted with Teen At-Risk summer programs (REAL Camp)
  - Reduced in school arrests
  - Reduced the investigative complaints against deputies
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## Professional Training

- FBI-LEEDA Executive Institute
- The Southern Police Institute Administrative Officers Course #143
- Virginia Sheriffs Institute Certification
- Virginia Department of Criminal Justice Services General Instructor