



Arroyo Grande Police Department

MEDIA RELEASE

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Date: January 8, 2010

POLICE SERGEANT PROMOTIONS

On January 8, 2010 Senior Police Officers Jeff Souza and Shawn Cosgrove were promoted to the rank of Police Sergeant. The formal promotion ceremony will take place at the Arroyo Grande City Council Chambers on January 12, 2010 at 7:00 PM in front of fellow officers as part of the regular Council meeting. The promotions were the culmination of an innovative and intensive four-stage process specifically designed to ensure objectivity and a balanced assessment of multiple areas of potential leadership, from writing skills to oral presentations, performance in stressful but realistic practical scenarios and peer evaluations of each candidate's leadership potential in the work environment.

Sergeant Souza began his law enforcement career as a Reserve Police Officer with the Grover Beach Police Department on June 19, 1986. In July 1988 Souza was hired as a Police Officer with that agency. In December 1990 Souza left the Grover Beach Police Department for one year to take a position as a Deputy Sheriff with the Kern County Sheriff's Department, returning to the Grover Beach Police Department as a Police Officer in December 1991.

After five years, Sergeant Souza left the Grover Beach Police Department in January 1997 to become a Police Officer with the Arroyo Grande Police Department. In May 1998 Souza was promoted to the position of Senior Police Officer. From 1998 until 2003 Sergeant Souza was a member of the Department's Special Response Team before the team was integrated into a regional SWAT team. Sergeant Souza became the Department's DARE instructor in November 2000, then the School Resource Officer in July 2004. After serving for one year as the School Resource Officer, Sergeant Souza became a Detective in July 2005, a position he held until his promotion on January 8, 2010.

Sergeant Souza is married with four children, two of whom still reside with Sergeant Souza and his wife.

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Sergeant Cosgrove began his law enforcement career with the Arroyo Grande Police Department as a Reserve Police Officer on July 9, 1999. In August 2000 Sergeant Cosgrove was hired as a Police Officer by the Department. In November 2003 Sergeant Cosgrove was promoted to the position of Senior Police Officer. Sergeant Cosgrove was assigned to the San Luis Obispo County Narcotics Task Force in January 2007 where he remained until January 2009 when he was recalled to the Department to fill a position as an Acting Sergeant in the Patrol Division, a position he held until his promotion on January 8, 2010.

Sergeant Cosgrove is married with one young child.