

EXPERIENCE THAT WORKS FOR YOU

In today's environment, law enforcement agency challenges are more complex than ever, with increasing liability, growing demands on personnel, and constant pressure to meet evolving professional standards. That's why our members benefit from one of the pooling industry's most experienced and service-driven teams. This team combines public safety, risk control, and executive leadership to deliver comprehensive support. With more than 100 years of combined law enforcement and public safety leadership, our team brings unmatched insight. Their backgrounds span every level of service, from patrol to executive leadership, including a former Police Chief, Criminal Justice Training and Standards Deputy Director, Criminal Investigative Division Commissioner, and state-level oversight roles. This level of operational and strategic experience is rare, and it's built into everything we offer our members.



Bryan Leaird, our Deputy Executive Director, brings over 15 years of law enforcement experience and plays a key role in aligning our services with the needs of today's public safety agencies. His leadership laid the foundation to ensure our risk management approach is strategic and grounded in real-world challenges local governments face.



Tom Anderson, our Director of Risk Control & Public Safety Risk Management, joined the League in 2015 after a distinguished career with the Statesville Police Department, where he left as Chief of Police. As the League's first Public Safety Risk Manager, Tom pioneered many of the practices we now offer members statewide. Tom also serves as a criminal justice university professor, reinforcing his commitment to education and professional growth within the field.



Joe Graziano, Senior Public Safety Risk Management Consultant, offers over 24 years of sworn municipal experience and served as Deputy Director of the Criminal Justice Training and Standards Division, where he oversaw the Probable Cause and Law Enforcement Certification processes statewide. Joe's deep knowledge of policy, liability mitigation, and accreditation standards makes him a trusted advisor for law enforcement agencies navigating operational risk.



Ryan Thompson, Public Safety Risk Management Consultant, has over 20 years of sworn municipal experience and served as Chief of Police and Assistant Town Manager for the Town of Pine Knoll Shores, where he led law enforcement operations, managed organizational risk, and collaborated closely with municipal leadership on complex public safety and community issues. His extensive experience in law enforcement leadership, policy development, emergency management, and municipal operations provides a practical perspective that helps local governments identify risks, strengthen their organizations, and better serve their communities.



Dr. Zachary Lechette, Ph.D., Public Safety Risk Management Consultant, is a public safety executive, educator, and career law enforcement professional with extensive experience leading police and municipal public safety organizations. Zach holds a Doctorate in Criminal Justice and most recently served as Deputy Chief of the Raleigh Police Department, with experience spanning all the major departmental divisions. He also previously served as both the Chief of Police and Fire Chief for the Town of Landis, where he successfully guided both departments through the NCLM Law Enforcement Risk Review and Fire Risk Review processes. His expertise includes executive leadership, personnel management, internal affairs, policy development, accreditation, training, organizational accountability, and public safety risk management. His unique combination of academic expertise and extensive operational leadership experience allows him to bridge the gap between theory and practice, helping public safety organizations navigate complex personnel issues, strengthen organizational systems, develop effective leaders, and deliver accountable, professional service to their communities.



What sets this team apart is not just their credentials; it's how they apply their experience to mitigate risk, lower liability exposure, and build resilient professional agencies. Whether assisting with policy development, risk review guidance, leadership and training support, or responding to emerging claims and trends, League consultation is rooted in a real-world understanding and a deep commitment to serving North Carolina's municipalities. Our professionals understand what's at stake for our law enforcement agencies because they have been exposed to the same issues and challenges of public safety leadership and are dedicated to service with practical solutions, strategic guidance, and a shared goal of protecting North Carolina communities and officers. If your agency has not utilized our law enforcement resources, now is the time. Let our team partner with you to identify gaps, reduce exposure, and help build a foundation of accountability. League staff offer more than support; we provide a service grounded in public safety and designed to serve those who serve.