

## VALUE PROSPECTUS PROFILE



### SENIOR LAW ENFORCEMENT OFFICER with 20+ years of service-driven experiences bringing to the table:

- Comprehensive knowledge of established public laws, regulations, and response plans pertaining to prevention and protection of general public from events that could cause significant danger to either their person or property.
- Demonstrated abilities executing state-wide mandated law enforcement concepts, crime prevention tactics, threat awareness modalities, mobilization/readiness planning, and conducting emergency preparedness response exercises.
- Capacity to formulate short and long range budgetary requirements based on current and projected mission requirements.

## CAREER SNAPSHOT

### POLICE CHIEF | TOWN OF BELLEAIR, BELLEAIR, FL | JAN 2015 • PRESENT

#### PUBLIC SAFETY | CONDUCTING VULNERABILITY ASSESSMENTS | INTELLIGENCE SHARING | CONTINGENCY PLANNING | TALENT ACQUISITION MANAGEMENT | AUTHORITATIVE CHANGE AGENT

- ❑ **BUSINESS ACUMEN.** Community-focused municipal law enforcement functionary in highly visible role with responsibility for developing strategic core plans to reduce criminal activity, all aspects of day-to-day police operations, analyzing crime trends, administrative oversight, personnel management, investigative functions, grant writing, departmental budgeting, establishing/maintaining community policing programs, attending Mayor and Council meetings, coordinating patrols throughout community, and attending monthly Chiefs and Joint Task Force meetings as organizational spokesperson. Employ **"Balanced Scorecard Approach"** executing agency blueprint while retaining focus on big-picture goals. Increase agency relevance and footprint by capitalizing on occupational knowledge when communicating objectives, plans, targets, and aligning strategic initiatives.
- ❑ **LEADERSHIP OFFERINGS.** Designated authority managing direct reports consisting of twelve **(12)** sworn officers and two **(2)** civilian employees. Advocate communication, ethical behavior, and need for quality performance. Implement industry-standard employment practices, encourage team building, and mentoring of junior staff members. Communicate effectively with culturally diverse audiences using a variety of formats and technologies. Assess and develop performance measures, feedback, and coaching that facilitates employee development. Employ self-reflection and mindfulness of individual and cultural differences when interacting with others. Utilize in-depth knowledge of mission, operations, and policies in conjunction with comprehensive grasp of major issues and administrative operations required evaluating organizational efficiency and effectiveness. Demonstrated proficiencies executing internal investigations, city council presentations, public safety programs, policy/procedure development, emergency response plans, and budget planning/management.
  - **EFFORT/END RESULT:** Reviewed disciplinary process for Florida Police Department. Established new disciplinary matrix to ensure compliance with Law Enforcement Officer's Bill of Rights (**LEOBR**). Updated disciplinary matrix followed progressive discipline reflecting employee fairness.
  - **EFFORT/END RESULT:** Invoked/implemented effective chain of command adding immediate supervision to subordinates with proper communicative channels directed at passing down policy changes, orders, special assignments, training, officer safety updates, and other information from the Chief.
  - **EFFORT/END RESULT:** Established training guidelines designed to align Florida Police Department with Florida Police and Corrections Training Commission standards. Partnered with County Police Department Training Division to allow newly selected officer candidates to attend their Uniformed Police Training Program to ensure optimum bottom-line results associated with acquiring position-specific skillsets related to firearm safety, defense tactics, conflict management, threat awareness, officer safety, conducting vulnerability/risk assessments, and investigative methodologies.

- ❑ **FINANCIAL RESOURCES MANAGER.** Oversee planning, developing, and managing Agency Fiscal Year (FY) operating budget. Manage departmental budget by strictly monitoring/controlling expenditures in accordance with approved Agency directives. Conduct timely periodic reviews of Departmental expenditures and reallocate funds, explore alternative methods of funding, or institute other measures as required consistent with sound financial management practices.
- ❑ **STAKEHOLDER ENGAGEMENT.** Dedicated to addressing needs of residents, Mayor, Council, Township, and surrounding community. Developed strong relationships/partnerships with community groups, neighboring departments, associations, and businesses. Committed to upholding standards of safety and excellence required preserving/protecting the peace, rights of persons and property, prevention of crime, and enforcing laws of the State of Florida.

## CAPTAIN (RET) | MASSACHUSETTS STATE POLICE, ANDOVER, MA | JAN 1995 ■ JAN 2015

### SPECIAL OPERATIONS | INCIDENT MANAGEMENT | THREAT SUPPORT DISCIPLINES | PROTECTIVE SERVICES | DRUG ENFORCEMENT OPERATIONS | RISK MANAGEMENT

- ❑ **EMERGENCY PREPAREDNESS/RESPONSE.** Executed necessary level of force protection tactics responding to unexpected and dangerous occurrences requiring immediate action in an attempt to mitigate its impact on persons or property in accordance with command priorities, national, and local program plans, related guidelines, policies, and procedures.
  - **EFFORT/END RESULT:** Partnered with U.S. Secret Service and State Department to execute unique security requirements related to providing escort and protection details for dignitaries and their families visiting Massachusetts. Detailed as liaison and point of contact in motorcade processions to ensure road/highway closures. Safeguarded assignees without incident.
- ❑ **HUMAN CAPITAL MANAGEMENT.** Provided daily decisive, action-driven leadership required supervising cross-functional support team. Assigned work based on priorities, level of difficulty, and capabilities of employees. Made sound, timely decisions for reengineering or improving effectiveness, efficiency, and timeliness of work operations. Supervised day-to-day patrol functions of Field Operations Bureau, consisting of staff of one (1) corporal (Road Supervisor) and four (4) Patrol Troopers. Conducted multiple Internal Investigations of sworn and civilian employees to determine guilt or innocence of alleged misconduct which could have possibly threatened agency integrity. Led groups who had performed in top 5% out of 30 patrol troopers. Increased overall performance of patrol group, positioning group in top two (2) performing groups at Rockville barrack, which led to receiving award as Non Commissioned Officer of the Year.
  - **EFFORT/END RESULT:** Established new patrol patterns which ensured high visibility of road troopers, identified impaired drivers, and reduced motor vehicle collisions. Developed, implemented, and monitored new patrol initiatives. Made certain special orders given by command, agency procedures, and group performance goals/expectations were executed as mandated. Commitment to excellence increased criminal arrest by 200%
- ❑ **CONDUCTING CRIMINAL INVESTIGATIONS.** Obtained facts/statements from complainants, witnesses, and accused persons during investigations. Wrote case reports and submitted record of suspicion, and statement of witnesses. Ensured proper preparation of investigative reports with findings, conclusions, and recommendations. Authored multiple Search and Seizure Warrants leading to convictions. Promoted informational exchanges with state, federal, and local agencies related to providing operational support for complex jurisdictional issues.
- ❑ **SURVEILLANCE OPERATIONS.** Planned, organized, and executed covert/discreet surveillance operations. Located subject, contraband, or site of illegal activities. Monitored communications between targets and other individuals. Took photographs, videos, sound recordings, and used other types of electronic surveillance equipment to gather additional evidence to be introduced during legal proceedings.
- ❑ **POLICY/PLANS STRATEGIST.** Leadership role writing, editing, and publishing multiple content-rich standard operating procedure directives. Ensured appropriate material safeguards were maintained and access granted on a need to know basis. Reviewed/edited incident and criminal investigative reports submitted for procedural and legal sufficiency.
  - **EFFORT/END RESULT:** Attended monthly meetings to discuss current police encounters. Established communication between residents, business owners, and other community stakeholders to improve public perception. Increased public trust and developed question/answer sessions which led to transparency of policies and procedures of Massachusetts State Police and County Police Departments.

- ❑ **WORKFORCE DEVELOPMENT**, Mentored staff to accomplish tasks structured to meet departmental goals and established milestones. Trained/cross-trained highly qualified performance-driven workforce to acquire or enhance knowledge related to position specific proficiencies.
  - **EFFORT/END RESULT:** As Associate Instructor, routinely assisted with training of trooper recruit candidates. Conducted scenario-based training exercises on delivering non-lethal strikes when using PR24 side handle baton, ASP Baton, Monadnock Expandable Baton, take-downs, submission holds, and hand-cuffing techniques. Increased knowledge of various compliance tools and ways in which it is to be utilized as weapon of defense.
  - **EFFORT/END RESULT:** Supported Special Tactical Assault Team Element (**S.T.A.T.E.**) training candidates on building searches/entry. Increased competencies/abilities to apply lessons learned in field environment.

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## ACADEMIC SHOWCASE

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### Johns Hopkins University, Baltimore, MD

M.S., Organizational Leadership | 2016

B.S., Management | 2015

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## PROFESSIONAL DEVELOPMENT

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2015 | Executive Management Training

2012 | Crimes Against Women; Identity Theft; Federal Bureau of Investigation-Law Enforcement Executive Development Association (FBI-LEEDA); Administrative Investigations; Uniform Crime Reporting

2011 | Governor's Office Crime Control and Prevention; Human Trafficking Investigations

2010 | NIMS Multiagency Coordination System (MAC) – Emergency; NIMS Communications and Information Management

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## INDUSTRY-BASED AFFILIATIONS / CERTIFICATIONS

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**AFFILIATIONS:** Massachusetts Chief Association | Since 2015

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## TECHNICAL PROFICIENCIES

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### INFORMATION MANAGEMENT

Microsoft Word, Excel, PowerPoint

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## CAREER-FIELD RELATED

**Delta:** Information System for Citations

**Safety Equipment Repair Orders (SERO):** Stores vehicle registration, accident reports, and driver's license information on drivers who have had previous contact with law enforcement officers

**Records Management System (RMS) Interact:** Allows review of all submitted criminal investigation reports, drug investigation reports, collision w/injury reports, and incident reports

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## HONORS/AWARDS

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Non-Commissioned Officer of the Year, 2015, 2009; Drug Enforcement Administration Certificate of Appreciation, 2013