

### QUALIFICATIONS SUMMARY

Extensive senior-level police experience that includes collaborating initiatives across the community including municipal agencies, school systems, and business organizations.

- Committed to promoting awareness and a positive department image throughout the community.
- Comprehensive knowledge of all operations within the Annapolis Police Department.
- Continuous professional development and advanced education includes a law degree.

### PROFESSIONAL EXPERIENCE

**Annapolis Police Department**, Annapolis, MD

2008-Present

**Interim Chief** (2/17-Present)

Continue to maintain Deputy Chief responsibilities with oversight of a \$18.2M budget. Additional collaboration with community and government leadership.

- Oversee additional \$1.2M in resources to hire 10 additional officers. Includes recruitment initiatives to attract, select and train a qualified and diverse workforce.
- Developed a Strategic Plan that includes goals for the agency and strategies to obtain those goals.
- Developed a patrol plan that encompasses initiatives to ensure a safer community. Involves assigning patrol squads to community outreach areas including schools, neighborhoods and commercial zones.
  - This has resulted in an immediate favorable response from school staff, businesses and officers.
- Collaborated on a new mission statement and core values for the department.

**Deputy Chief** (2008 to present)

Coordinate day-to-day operations for a department that includes 10 low income housing communities with 114 sworn officers and 62 civilian employees. Collaborate with government officials, citizens, and other police agencies.

- Manage and direct Criminal Justice Coordinator, External Affairs Officer, Crime Analyst, Professional Standards Unit, CALEA, Intelligence Unit, Grant Writer, Special Operations and Patrol.
- Oversee administration of \$16M operating budget. Involves monitoring and analyzing expenditures, grants, forfeiture funds, etc. Attend finance hearings. Work with finance department to develop budget.

- [REDACTED] organizational studies, investigations, and operational studies. Recommended [REDACTED] modifications to programs, policies, and procedures. Prepare and present reports to staff.
- Research and write legislation to include false alarm, aggressive panhandling, and speed cameras.
  - As External Affairs Officer (8 months), prepared press releases, APD Daily Report, and conducted media interviews.
  - Member of the contract negotiation team for sworn and civilian personnel.
  - Present testimony for various city council committees and overall city council.
  - Coordinate and participate in COMSTAT.
  - Develop, implement, and publish goals and objectives, strategic plan, and the annual report.
    - Prior two strategic plans led to recorded historic crime decrease for three consecutive reporting periods.
  - Attended three CALEA conferences and responded to review questions from commissioners and other agencies in a public hearing. Recognized by CALEA for significant reduction in complaints.
  - Developed and grew social media (Facebook, Twitter) to manage positive public messaging and image.
    - Social Media followers now number more than 34,000.
  - Created and launched multiple community outreach programs run by the department.
    - Annapolis Police Kids Club -- incorporates social and police activity to support education and awareness.
    - Know-your Limit - drunk driving education.
    - Auxiliary officer program -- trains volunteers to fingerprint, direct traffic, and work at special events.
    - Explorer program -- pre-cadet and police officer program for 14 to 21 year olds.
    - Ride-Along Thursdays -- citizens to be paired with officers on the street.
    - Park, Walk and Talk -- increases community interaction with police officers.

**Maryland Department of General Services – Maryland Capital Police**

2007-2008

**Deputy Chief**

Oversaw daily operations for over 150 officers and civilian employees, providing outstanding security to government officials, employees, and buildings. Worked closely with government officials. Participated in budget development.

- Conducted a variety of organizational studies which led to redeployment and distribution of employees.
- Recommended modifications to programs, policies, and procedures. Prepared staff reports and correspondence.
- Developed and released a new policy manual.
- Planned and supervised overall deployment of officers at political rallies.
- Participated in budget development.

**Baltimore Police Department, Baltimore, MD**

1987-2006

Supervised 4 homicide sergeants and 20 detectives as *Detective Lieutenant Homicide Shift Commander* (2004-

2006). Investigated homicides (150/year), police-involved shootings and suspicious deaths. Interacted with command staff, lab technicians. Provided crime analysis statistics and intelligence information at COMSTAT.

- Supervised 3 sergeants and 15 detectives as *Eastern District Detective Lieutenant* (2003-2004). Oversaw the investigation of non-fatal shootings, aggravated assaults, burglaries and armed robberies.
- *Southwestern District Quality Control Lieutenant* (2001-2003). Received the Distinguished Service Award for outstanding internal investigations and implementation of procedural changes based on assessments.
- *Sergeant for the Tactical Section-Mobile Enforcement Team* (2001). Assigned to high violent crime areas.
- *Eastern District Sergeant* (1997-2001) Supervised patrol, flex, foot, and bicycle squads.
- *Detective; Internal Affairs Division* (1996-1997). Police involved shooting investigator.
- *Police Agent; Legal Affairs Division* (1992-1995). Provided attorney services for internal and judicial departmental matters. Taught criminal law and procedure to police trainees.
- *Northern District Police Officer* (1987-1991). Assigned to foot, flex, and patrol squads.

### **EDUCATION / SPECIALIZED TRAINING**

**F.B.I. National Academy Session 245**, Quantico, VA 2011

**Juris Doctorate**; University of Baltimore School of Law, Baltimore, MD 1995

**BS: Criminal Justice**; University of Baltimore, Baltimore, MD 1990

**Baltimore Police Academy**, Baltimore, MD 1987 (Graduated with highest GPA in academy class).

**Annapolis Police Department**; Annapolis, MD

FBINAA Re-trainer (2013, 2012, 2011): Penn State International Conference on Results Driven Policing (2010): MPCTC Law Enforcement Executive Officer Program (2010): CALEA (2010) Ethical Approaches to Law Enforcement / Reality Based Training / Generational Management / Eyewitness Identification Reform

**Baltimore Police Department**; Baltimore, MD

Incident Command Systems (2006): Glessner Lee Homicide Investigation (2005): Civil Disturbance Training (2002): FBI Interview and Interrogation (1999): Command Training (1997): Law Enforcement Officers' Bill of Rights – Trial Board Training (1996): Reid Interview and Interrogation (1996)

## **AWARDS AND COMMENDATIONS**

**Annapolis Police Department:** Crime Reduction Ribbon (2011 and 2009)

**Baltimore Police Department:** Distinguished Service Award (2002): Commissioner's Award of Excellence (1987) & Numerous Commendatory Letters

## **MEMBERSHIPS**

Maryland Chiefs of Police Association

FBI National Academy Associates

Police Executive Research Forum