



Experience. Integrity. Excellence.

Curriculum

Vitae

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SUMMARY

PROFESSIONAL PROFILE

I am a 9-year veteran of the United States Marine Corps, and a 22-year veteran of the Houston Police Department. My background includes more than 30 years of training and investigative experience evaluating, developing and managing security and crime prevention programs to include the American Embassies in Guatemala City, Guatemala, and Managua, Nicaragua. I am a former Crime Prevention Specialist and Criminal Investigator, with extensive “hands on” experience providing security and crime prevention management assistance to: government agencies, private security organizations, hotels, office buildings, industrial & warehousing properties, apartment complexes, gated communities, private residences, high risk individuals; nightclubs, bars, and various other environments and venues.

As a Crime Prevention Specialist and Criminal Investigator for one of America’s largest cities, I provided technical guidance and training to business managers, employee groups, homeowners, developers, property managers, planning officials and government executives in security awareness, the recognition and reduction of crime risks, and the implementation of security and crime prevention measures.

Private Sector:

As Corporate Security Coordinator and Director Advisor, I provided security services to apartment complexes, nightclubs, luxury hotels, corporate offices, and special events. My duties included assessing and coordinating all aspects of security for various high-profile clientele utilizing off-duty police officers from the Houston Police Department or surrounding agencies. Additionally, I managed several major events requiring recruitment and management of 30+ police officers to provide security around Super Bowl XXXVI and a Major League Baseball - All-Star events, which included the supervising of all planning and coordination of both events, to include, threat assessments, financial management, and personal protection for celebrities, politicians, and athletes. I have also worked closely with ESPN, Playboy Magazine, MLB, Top Deck, and local radio and television stations. Further, I have been involved in the coordination and supervision of all functions of business, including but not limited to, business planning, goal setting, marketing, financial planning, and development of annual operating budgets.

Public Sector:

Police Crime Prevention Specialist, Criminal Investigator and Supervisor with extensive “hands on” experience providing security and crime prevention management assistance to: government agencies, private security organizations, retail stores, convenience stores, shopping malls, hotels, parking facilities, small businesses, office buildings, industrial & warehousing properties, apartment complexes, gated communities, private residences, high risk individuals; nightclubs, bars, storage facilities, and various other environments and venues.

Certifications and Awards:

- 1996 Received a Life Saving Award from the Houston Police Department and a Chief of Police Commendation the same year for a similar life-saving incident.
- 2013 Hostage Negotiator of the year,
- 2012 Awards of Recognition from the FBI in connection with the Roderick Fountain murder investigation for the disappearance of a young boy. The case received a conviction without the recovery of a body. This marked only the 7th case in Harris County, Texas to receive such a conviction.
- 2011 Received an Award for Excellence from the Federal Bureau of Investigation relating to my assistance in a Gang related matter, which resulted in 12 guilty pleas for various federal offenses, including drugs and money laundering.
- Received an Award of Recognition for making myself available to the FBI on many occasions during my career.
- Received over 3000 hours in-service training with the HPD. Attended courses in interviewing and interrogation that include the Reid Technique of Interviewing and Interrogation.

NOTEABLE CAREER ACHIEVEMENTS

- Contributed to the development of a highly competent and principled investigative team with the Houston Police Department through various supervisory and training roles.
- Ensured Marine safety and security of classified materials as *Assistant Detachment Commander* at U.S. embassies in Nicaragua and Guatemala.
- Successfully executed security for 7-day Super Bowl event with over 100,000 guests and 50 bands.

EXPERIENCE

Military Service: United States Marine Corps – 1983-1992

MARINE SECURITY GUARD (1989 – 1992) / SERGEANT (1983 – 1989)

- **Assistant Detachment Commander (mid-level manager) for US embassies in Managua, Nicaragua and Guatemala City, Guatemala – ensured Marine safety and security of classified materials.**
- **Coordinated logistics with the RSO, including scheduling, evacuation planning, and classified material destruction planning. Conducted training for Marines in areas that include bomb threats, security breaches, and procedures.**

Law Enforcement Employment: Houston Police Department - 1993-2014

SERGEANT – INTERNAL AFFAIRS (2012 – 2014) & INVESTIGATIVE FIRST RESPONDERS DIVISION (2011 – 2012)

INVESTIGATOR – ROBBERY AND HOMICIDE DIVISIONS (2005 – 2011)

POLICE OFFICER (1993 – 2005)

- Uphold the integrity of the HPD in current role of Sergeant of the Internal Affairs Division – thoroughly and objectively investigate complaints against HPD employees related to alleged law and administrative violations.
- Homicide and Robbery Divisions investigator (11 years) – investigated and provided court testimony in many high profile murders, murder for hire, assaults, shootings, and gang crimes.
- Led group of new investigators to achieve higher clearance, arrest, and confession rates.
- Ensured public safety for 7+ years in role of police officer. Responded to diverse range of calls, proactively identified gang members, participated in crime prevention efforts, and developed relationships with civil groups and the community at large.
- Lead hostage negotiator – responded to over 100 special threat situations and successfully negotiated the release of hostages. Awarded *Hostage Negotiator of the Year (2013)*.
- “Go-to” for investigators in case preparation, legal questions/processes, and case administration.
- Developed critical relationships with the Harris County DA’s Office and officers/agents from various agencies, such as the FBI and the U.S. Marshall’s Office.
- Performed in multiple training capacities – served as the Training Officer for the Homicide Division and trained the Investigative First Responder team in violent and property crime investigations.

Major Accomplishments: As a Senior Crime Prevention Specialist and investigator/supervisor, for one of America’s safest cities, I provided technical guidance and training to business managers, employee groups, homeowners, developers, property managers, planning officials and government executives in security awareness, the recognition and reduction of crime risks, and the implementation of security and crime prevention measures.

Corporate Security Management: 2010 - 2014

HYATT REGENCY HOTEL, HOUSTON, TX - 10/2011 TO 10/2014

HOTEL SECURITY/SERGEANT

- Provide for the safety and security of guests, employees, and property in accordance with legal requirements and company guidelines.
- Handle all security issues and act as supervisor to all scheduled security personnel.
- Conduct investigations and provide timely follow-up on hotel safety-related issues.

LANDRY’S SEAFOOD CORPORATE OFFICE – 02/2010 TO 10/2014

CORPORATE SECURITY/SERGEANT

- Provided for the safety and security of employees, visitors and property in accordance with legal requirements and company guidelines.
- Handled all security issues including fire alarms, breaches of security, troubleshooting video surveillance, emergency notification, patrolled property, and issued reports when necessary.

Educator 2007-2008

LONE STAR COLLEGE SYSTEM, HOUSTON, TX 2007 TO 2008

ADJUNCT PROFESSOR

- Criminal Investigations and Police Procedures - Provided instruction to freshman and sophomore students. Developed and achieved course objectives, structure, online learning tools, assignments, and grading.
- Criminal Justice Theory - Provided instruction to freshman and sophomore students. Developed and achieved course objectives, structure, online learning tools, assignments, and grading.

Independent Security Management Consultant: 2015

SELF EMPLOYED SECURITY CONSULTANT

Education Certifications & Professional Development

Education:

- M.S., Criminal Justice Management, Sam Houston State University (2006)
- B.S., Criminal Justice, University of Houston-Downtown (2002)
- Attended courses in interviewing and interrogation that include the Reid Technique of Interviewing and Interrogation.

Prior Certifications:

- Master Peace Officer (Advanced certification)
- Master Hostage Negotiator (Advanced certification)
- Master Crisis Intervention Officer (Advanced certification).
- TCOLE Instructor

Professional Development:

- Received over 3000 hours in-service training with the HPD.

Member: Rotary Club of Georgetown, TX

TEXAS COMMISSION ON LAW ENFORCEMENT OFFICER STANDARDS **EDUCATION, TRAINING AND CERTIFICATES**

Law Enforcement

Records Management System (RMS)
Investigation Training 2014
RMS Mobile Com End User Training
2014
Driving Safety and Pursuit
Refresher 2014
Traffic Control Ordinance 2010
Strategic Response/Decision Making
2010
New HPD Sergeant Orientation 2010
TCLEOSE New Supervisor Course
2010
ICS 200 - New Supervisor's Course
2010
Law Enforcement Response Actions
(LERA) 2006
Taser Training 2005
Mandatory Animal Cruelty 2000
SIT Mandatory 2000
Pursuit Stinger Certification 2000
Soft Impact Weapon Training 2000
Patrol Tactics for High Risk
Scenarios 2000
NCIC/TCIC Biannual Recertification
2000
Mandatory/WOMD/Labor Rel. 1999
Basic Peace Officer 1993
Crime Scene Investigation
(Intermediate) 1997
Use of Force (Intermediate) 1997

Hostage Negotiation

HNT Annual Proficiency Training
2014
HNT Annual Training 2014
HNT Annual Proficiency Training
2013
HNT Annual Training 2013
HNT Annual Proficiency Training
2012
HNT Annual Training 2011
HNT Annual Proficiency Training
HNT Annual Training 2010

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HNT Annual Training 2005
HNT Annual Proficiency Training
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HNT Annual Training 2004
HNT Driver-Tech. Training 2002
HNT Equipment Training Program –
2002

Security

CJIS Compliance Security Awareness
2013
CID-TCIC Security Awareness 2013
Contemporary Leadership Challenges
for Major City 2012

Internal Affairs

Internal Affairs Training 2012
Officer Involved Shooting
Investigations

Special Investigative Topics

Human Trafficking 2012
Excited Delirium 2012
Autism Seminar 2008
Cultural Diversity 2008
Cultural Diversity 2004
Racial Profiling 2002
Racial Profiling 2002
Marriage: He Said/She Said 2002

Cultural Diversity 2000
Tactical Talking Hands 1996

Liability & Litigation

Legal Update and Courtroom
Testimony/Depositions 2014
Decision Making and Integrity 2013
State and Federal Law Update 2012
Penal Code Update 2010
Legal Update 2008

Emergency Management & Terrorism

FEMA IS-800.b National Response
Framework 2014
FEMA IS-100.b Intro to the Incident
Command System 2014
FEMA ICS-200 - For Single
Resources and Initial Ac 2014
FEMA IS-700.a National Incident
Management System 2014
Advanced CIT Training 2014
Advanced CIT Training 2013
Advanced CIT Training – Stalking
2011
CIT- Update/Suicide
Prevention/Houston Hospice 2010
CIT Refresher 2010 (Crisis
Intervention Refresher)
CIT REFRESHER 2009 (Crisis
Intervention Training)
CIT Training 2007
Intermediate CIT Training 2006
Mandatory 2005 (Off.
Safety/Union/CIT)
Critical Incident Response to Today's
Return. Vets 2011
Response to Active Shooter 2010
Operational WMD Response for Law
Enforcement 2008
Prevention and Deterrence of
Terrorist Acts 2006

Forensic Consulting Addendum

Expert Professional

I am a Security Management Professional. My background includes an advanced 22-year law enforcement career with the highly regarded Houston Police Department. I received over 40 awards including supervisory and civilian commendations. I have more than 20 years of training and “hands on” experience evaluating, developing, and managing security and crime prevention programs. I have served as both a private sector security consultant and a public sector Master Peace Officer. I have earned a stellar reputation as an expert in hostage negotiation and received the prestigious *Hostage Negotiator of the Year* award in 2013.

I am also former corporate security manager, police crime prevention specialist, detective supervisor, police training manager, and internal affairs sergeant.

Cases Handled

I have been summoned to testify as an Expert Witness on more than 20 occasions in matters involving: premises security adequacy, murder, capital murder, felony murder of a police officer, aggravated robbery in Texas District Courts. I have testified as an expert witness in the following trials:

- Cause No. 1268303; State of Texas v. Reginald Price in the 263rd Judicial District Court of Harris County – February 2011 (Capital Murder)
- Cause No. 201029992; Uriel Vargas Alvarado in the 234th Judicial District Court of Harris County – March 2011(testified in a civil deposition after his ex-girlfriend filed the suit against the apartment complex)
- Cause No. 14110960; State of Texas v. Roderick Fountain in the 208th Judicial District Court of Harris County – October 2011 (Felony murder and federal felony in possession of a fire arm)
- Cause No. 1318666; State of Texas v. Jacoby Hall, in the 263rd Judicial District Court of Harris County – November 2011 (Capital Murder)
- Cause No. 1260216; State of Texas v. Kendrick Hicks, , in the 232nd Judicial District Court of Harris County – November 2011 (Murder)
- Cause No. 1235094; State of Texas v. , Alfredo E Herrera in the 180th Judicial District Court of Harris County – March 2012 (Murder)
- Cause No. 1247723; State of Texas v. , Royerick Washington, in the 174th Judicial District Court of Harris County – March 2012 (Murder)
- Cause No. 1394964; State of Texas v. , Mona Nelson, in the 182nd Judicial District Court of Harris County – August 2013 (Capital Murder)
- Cause #2013-51041 Pablo Cardenas v. Abbey Residential, et al. in the 165th District Court of Harris County January 2017 (premise liability case)
- Cause # 1511435 & 1532408, 208th District Court of Harris County, October 2019. (Murder and Aggravated Assault.) Testified for the defense as it was self-defense. Defendant was acquitted on all counts.
- Marion T. Borondy vs. City of Indianapolis, et. al. Cause 1:20-cv-02158-JMS-TAB, United States District Court Southern District of Indiana, Indianapolis Division. Civil case brought against police officers. Provided deposition in November 2021 for the plaintiff.
- State of Texas vs. Ismael Gonzalez, cause #15205401010-3, Aggravated Assault against public servant. Provided courtroom testimony for the defense regarding expert in criminal investigations in November 2021.
- Callaway v. Clarke Gardens Apartments, et. Al., Civil Action No. SU20CV0185, Athens, GA June 2022 Provided deposition for plaintiff regarding lack of security protocols at apartment complex, thus resulting in the plaintiff’s and her unborn child’s deaths.
- Guillermo San Miguel Martinez, et al. V. Hidalgo County. Provided written report for federal court regarding mental health situation in which the plaintiff was shot and killed by Hidalgo County Deputies April 2025.
- Robert Mitchell Vs. The Bar Provided a deposition for the plaintiff. The plaintiff was jumped and severely injured by an employee of The Bar July 2025.
- State of TX V. Rochelle Mitchell Cause #17615401010, 177th DCT, Harris County Criminal Court. This case ended in a mistrial and was dismissed about 10 days later as the state decided not to pursue the case any longer.

- State of TX V. Marty West, Cause #187706501010, 174th District Court, Harris County Criminal Court. This case was eventually dismissed after thorough investigation and discovery of conflicting statements from witnesses. The case would never survive legal scrutiny.

AREAS OF EXPERTISE

Qualifications and Conduct: Security Guards • Bar & Nightclub Bouncers • Use of Force • Investigations • Detention and Arrest by Security and Non-Security Personnel • Premises Security Issues Security Adequacy • Security Management • Policies and Procedures • Workplace Violence Issues • Unlicensed Security Activity • State and Local Regulatory Compliance

Issues and Qualifications

Detention, Arrest and Use of Force by Security Officers, Bouncers, Bodyguards and Non-Security Personnel

Qualifications:

- Extensive Law Enforcement and Private Security training and experience with regard to legal and tactical considerations affecting detentions and arrests
- Extensive Law Enforcement and Private Security training and experience with regard to Use of Force in detention and arrest situations

Conduct, Operational Policies, Standards & Procedures, Licensing Requirements, and Unlicensed Practices involving Private Patrol Companies, Private Investigators, Security Consultants, Contract and Proprietary Security Employers and Proprietary Security Officers, Retail Loss Prevention Agents, Bouncers, Bodyguards, Security Expert Witnesses, and other security related personnel

Qualifications:

- Security Professional
- More than 20 years of combined experience in the Security and Investigation in public and private sectors.
- Ten+ year history analyzing, strategizing, and providing security for luxury hotels, major events, and government officials, celebrities, and executives.
- Eight years' experience serving in the United States Marine Corps – managed Marine safety and security of classified materials at 2 U.S. embassies.
- Extensive security strategizing and planning experience at the local, national, and international levels – Central America.
- Advanced business development, financial management, and organizational skills evidenced by successful start-up and running of two business ventures.

Premises Security Adequacy & Negligence, Building & Site Design for Security, Security and Crime Prevention Standards and Practices, Security Related Employment Practices, Security of sensitive personal and business records

Qualifications:

- Police Crime Prevention Specialist and Supervisor with extensive “hands on” experience providing security and crime prevention management assistance to:
 - Government agencies, private security organizations, hotels, office buildings, industrial & warehousing properties, apartment complexes, gated communities, private residences, high risk individuals; nightclubs, bars, storage facilities, and various other environments and venues.
- A senior Crime Prevention Specialist for one of America's safest cities, Houston, Texas.
 - Provided technical guidance and training to business managers, employee groups, homeowners, developers, property managers, planning officials and government executives in:
 - Security awareness, the recognition and reduction of crime risks, and the implementation of security and crime prevention measures.

Standards and Practices relating to Workplace Violence, Employee Screening and Supervision, and Violent

Third-Party Crime Incidents

Qualifications:

- Training and experience in Workplace Violence Prevention
- Training and experience in Violent Crime Prevention
- Training and experience with regard to Employee Screening and Employment Investigations
- Training and experience with regard to Assault and Robbery Prevention
- Training and experience in Homeland Security and Terrorism
- Training and experience in the Protection of Public Officials, High Profile and High Risk Individuals
- Experience as a Police Crime Prevention Specialist and Private Sector Security Consultant providing Workplace Violence Prevention and education
- Experience as a Police Officer and Detective Sergeant investigating Workplace Violence and Violent Stranger-On-Stranger Crime
- Experienced Sergeant in Internal Affairs
- Experienced Homicide Detective