

CHIEF OF POLICE | 12 YEARS OF LAW ENFORCEMENT MANAGEMENT EXPERIENCE

BUILT ENHANCED COMMUNITY-BASED POLICING CAPACITY AT PALOMAR COLLEGE POLICE DEPARTMENT

Named Chief of Police at Palomar College Police Department in 2017 and demonstrated true passion for community-oriented policing, mentoring, collaboration, and continuous improvement. Began career at Phoenix Police Department, rising through the ranks to Watch Commander and gaining increasingly responsible law enforcement experience in the US's 5th largest city. Utilized constitutional policing with emphasis on civil rights and building bridges across communities. Ushered in wave of technology innovations and 21st Century Policing.

California POST Executive Certificate with Master's Degree in Administration

12 Years of Command Level Law Enforcement Experience

Led up to 250 Sworn Officers and Civilian Personnel; Managed Multi-Million-Dollar Budgets

QUALIFICATIONS

- Practitioner of relationship-based policing and leadership philosophy with formal executive education
- Set new standards as motivational leader balanced between community engagement, training officers on how to partner with public to achieve positive outcomes, and building employees up
- Law enforcement leadership experience:
 - Supervision of >500 critical incidents (death investigations, officer-involved shootings, etc.)
 - >250 Use of Force reviews and compliance evaluations (sensitive investigations)
 - Incident command during wildfire evacuation (Lilac Fire)
 - Dignitary protection as member of Phoenix Police Department (Presidential Candidates, visiting Heads of State)
 - Coordinated crowd control for major events, including Super Bowl, Fiesta Bowl Parade, and Presidential Elections
- Over 100 presentations on active shooter intervention, safety awareness and crime prevention
- Board Member for 100 Club of Arizona, a nonprofit organization that assists public safety members in crisis, injury, or death
- Palomar College Policy Academy Instructor on Ethics (LD1), Community Policing (LD3), Victimology and People with Disabilities (LD37), Criminal Investigations AJ110, Intro to Admin of Justice AJ100 and Community Relations AJ 103

Results Through

Motivational Leadership
Community Engagement
Training
Streamlining Operations
Data Analytics & Metrics
(All with a healthy dose of humor and humility)

PROFESSIONAL HISTORY

Chief of Police | Palomar College Police Department | San Marcos, CA

2016 – Present

CHIEF OF POLICE (2017 – PRESENT) | SERGEANT (2016 – 2017)

Lead sworn agency consisting of up to 60 staff and 12 officers, serving 30K students and safeguarding four (4) campuses. Manage \$3.5M budget and direct emergency operations, crisis management, safety, executive protection, and security. Report to Governing Board and President and manage law enforcement MOUs with Escondido PD, San Diego PD, and San Diego Sheriff. Service includes committee governance of Palomar College Police Academy, Disability Resource, and Extended Opportunity Advisory Boards.

- **Turned agency with limited resources into best-in-class, collaborative, safety-oriented organization. Stretched finite funding and decreased violent criminal offenses 18%** by improving technology utilization and training/proactively engaging students.
 - Championed POST education and compliance
 - Brought safety education to students and faculty *in the classroom*
 - Connected law enforcement with student social justice organizations and served as ally to formerly incarcerated students
 - Led investigations of violent predators, all leading to capture/arrest or handoff to mental health services
 - Increased nonviolent arrests over same period by >2X without additional staff
- **Deepened community-based policing with 2020 policy revisions (post-George Floyd) on use of force, police accountability, traffic stop data collection, and enforcement strategies.** Shifted from enforcement-based policing to de-escalation-centered approach.
- **Expanded capacity for threat detection and closely monitored social media.** Created investigative protocols and coordinated with other law enforcement agencies (San Diego Sheriff) during research and threat mitigation. Investigated average of one (1) threat/week.
- **Focused hiring to take community served (primarily Latinx) into account** and facilitated quarterly executive presentations on diversity, equity, and inclusion (DEI) to Chief Diversity Officer. Authored and issued annual Clery security compliance report.
- **Transformed utilization of technology and ramped up technology-enabled prevention.** Proposed and won support from Governing Board for transition to digital parking readers at \$0 added infrastructure costs with projected savings of at least 1K+ manhours.
 - Analyzed data to identify periods of high traffic and set digital alerts in dispatch center to adjust staffing; increased calls / productivity to 20K-30K/year
 - Upgraded records management system and kicked off new era of data analytics with suite of 22 threat reports
 - Secured \$200K funding and modernized radios with encrypted platform
- **Closed training gaps and upskilled force, exceeding minimum POST educational requirements.** Reduced overall turnover to <10% per year and added wellness program to support employee wellbeing.

Phoenix Police Department

1991 – 2016

LIEUTENANT & PATROL DIVISION WATCH COMMANDER (2008 – 2016) | Sergeant (2000 – 2008) | Patrol Officer (1991 – 2000)

Supervised law enforcement operations and up to 250 sworn officers at five (5) precincts from 2008 to 2016. Covered large geographic areas of 75 to 150 square miles and served public safety for communities of up to 600K with 100+ HOAs. Led community outreach and engagement efforts, especially in South Mountain Precinct, and attended dozens of faith-based and neighborhood association meetings to improve community relations. Supported initiatives to unite communities of color with police and reach deep understanding. Simultaneously employed a top-down strategy to alleviate blight by working with City Council. *Highlights:*

- **Acting Commander and Resource Lieutenant, South Mountain Precinct.** Supervised four (4) Sergeants in crime reduction, gang enforcement, and undercover operations resulting in indictments, 17 search warrants, and long-term property/drug investigations.
- **Oversaw Homeless Repeat Offender Program.** Reduced homelessness by engaging repeat offenders with community organizations and recovery programs in concert with courts to restrict areas of return as a key release condition.
- **Led multiple precincts as Lieutenant and Watch Commander throughout Phoenix (South Mountain, Maryvale, Mountain View, Cactus Park, Central City), each presenting unique community needs, constituents, and diversity.**
 - Experience included Central City and downtown Phoenix – complete with professional sports (NBA, MLB), museums, cultural centers, major corporate headquarters, and 1,000,000s of visitors from throughout the world
 - As Acting Duty Commander, was responsible for up to 250 officers, population of 1.4M, and area covering 500 square miles
- **As Acting Precinct Commander, was member of executive team.** Contributed to strategic planning and took charge of administrative tasks. Worked with City Council to resolve constituent conflict.
- **Provided scene leadership to over 500 active crime scenes,** including death investigations, barricaded subjects, robberies, home invasions, traffic collisions and fatalities, officer-involved shootings, and fires. Managed incidents using the NIMS Incident Command System. Additional contributions:
 - Crowd control coordination for dozens of major events, including MLB, Super Bowl, Fiesta Bowl Parade, and numerous civic and community-supported gatherings
 - Provided media briefings to members of press (print, TV, radio) on matters involving community concern
 - Field force supervisor for demonstrations
 - Protection detail for Senator McCain and former Alaska Governor Sarah Palin
- **Inspections Lieutenant for Maryvale Precinct.** Reviewed 250 use of force reports to ensure compliance and completed sensitive personnel investigations (including discipline and evaluation of bodycam evidence).
- **Brought Below 100 Initiative to Phoenix PD as Lead Trainer.** Facilitated training to 100+ patrol squads and at the Police Academy. Reached 1.5K officers. Secured funding and received Distinguished Service Award.
- **Oversaw 40 teams in crime reduction efforts,** focusing on quality-of-life issues, homelessness, and drug trafficking.
- **As Sergeant (2000 – 2008), worked as Detective in Vehicular Crimes Unit, Major Offender Bureau, United States Marshals Task Force, Career Criminal Unit, Repeat Offender Program, and Patrol Division.** Additional contributions:
 - Basic Training Sergeant at Arizona Law Enforcement Academy; supervised 1st “All Phoenix” recruit class in 14 years and augmented the 16-week lesson plan with all Phoenix instructors and custom curriculum
 - Co-Incident Commander for mid-air collision of two (2) helicopters over municipal park, which resulted in two (2) deaths
 - Field Training Sergeant for squad of eight (8) FTOs; met weekly with officers and FTOs, organized multiple FTO selection processes, and supervised over 40 officers in training within 30 months
- **Transformed DUI procedures.** Co-Leader of implementation group between Phoenix PD, Phoenix Prosecutor’s Office, Crime Lab, and Maricopa County Attorney’s Office to convert from breath alcohol to blood testing of impaired subjects in >8K cases.
- **Supervisor of the Year, 2014. Awarded Medal of Valor, Medal of Merit, Medal of Lifesaving (x2), and Community-Based Policing Award.** Additional highlights included mentoring, serving as Axon Coach, and achieving multiple promotions.

PUBLICATIONS & THOUGHT LEADERSHIP

Topic: [How to Prepare Agency for Line of Duty Death](#) for Police 1 by Lexipol (2020)

Topic: [21st Century Parking](#) for Parking Today Media (2019)

EDUCATION

Master of Administration, emphasis in Leadership | Northern Arizona University

2013

Bachelor of Police Science | Ottawa University | Graduated *cum laude*

2006

Continuing Education: California POST Executive Certificate, FBI LEEDA Leadership Trilogy, IACP Leaders in Police Organization