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PROFESSIONAL EXPERIENCE

Grand Prairie Police Department

Chief of Police (July 2011 to Present)

Currently serving as the Chief of Police in Grand Prairie, Texas. The City of Grand Prairie is a culturally diverse community of over 187,000 people encompassing over 81 square miles. The police department consists of 270 sworn positions and 237 full-time and part-time civilian employees. The annual departmental budget is 44.8 million and the organization operates under a community policing philosophy committed to intelligence-led policing and a high level of customer service.

Colleyville Police Department

Chief of Police (January 2010 to July 2011)

Served as the Chief of Police in Colleyville, Texas. While in Colleyville, regionalized dispatch and detention center services, enhanced community policing efforts, and developed several community programs. Annual departmental budget was 4.4 million and department consisted of 38 sworn positions serving a population of approximately 25,000.

Garland Police Department

Assistant Chief of Police (August 2004 to January 2010)

Served as the Assistant Chief over all aspects of the department through leading the Patrol, Criminal Investigations, Staff Services, and Support Services Bureaus. Annual departmental budget was 37.9 million and department consisted of 328 sworn officers and 138 civilian employees serving a population of 230,000.

Lieutenant (January 2004 to August 2004)

Supervision of Patrol Officers, which included servant leadership, team building, on-scene incident management, report review, scheduling, roll call management, training and the use of positive discipline.

Police Officer – Patrol, SWAT, Traffic Officer (February 1996 to January 2004)
Performed law enforcement services in an assigned Patrol area. Participated in detailed investigations, sworn witness statements, suspect confessions, filing of criminal charges, writing of search and arrest warrants and street surveillance. SWAT Entry Team Member involved in the execution of hazardous warrants, barricaded persons, and hostage callouts. As a Motorcycle Officer, conducted traffic enforcement and worked as an Advanced Accident Investigator in the on-scene investigation and follow-up of fatality and serious injury accidents.

Fraud Investigator (1992 - 1996)

Worked for the CNA and Travelers Insurance Companies as a certified fraud investigator managing special investigators in the investigation of fraud cases. Reviewed and investigated suspected fraudulent insurance claims, completed comprehensive field investigations, and submitted detailed written reports. Worked with Panel Counsel in civil litigation cases and prepared in-depth case reports for referral to the District Attorney's Office for criminal prosecution. Conducted insurance fraud training for new investigators, the Texas Department of Insurance, and area police departments.

Houston Police Department

Police Officer – Patrol, Narcotics (1991-1992; 1984-1987)

Served in Patrol and Narcotics as a member of a Street Level Narcotics Unit, which effected drug arrests through the use of informants and self-initiated investigations. Prepared and executed search and arrest warrants.

Arlington Police Department

Police Officer – Patrol, SWAT Officer, Mounted Patrol (1987-1991)

Served as a Patrol Officer, full-time SWAT Entry Team Officer, and Mounted Patrol Officer.

FORMAL EDUCATION

Tarleton State University

Master Degree - Criminal Justice

Sam Houston State University

Bachelor of Science – Law Enforcement and Police Science

ADDITIONAL TRAINING AND CERTIFICATIONS

**Police Executive Research Forum's Senior Management Institute for Police
FBI Leadership in Counter Terrorism Program
Command Staff Leadership Series**
 Law Enforcement Management Institute of Texas
Supervisor School
 Law Enforcement Management Institute of Texas
Master Peace Officer Certification
Advanced Accident Investigator - 1998
Fraud Claims Law Specialist – 1995
Certified Fraud Examiner – 1993

PROFESSIONAL ACHIEVEMENTS

UNIDOS Program – Founded the Unidos Program in 2002, which is a Hispanic Community assimilation program designed for trust-building and to serve as a resource center for the delivery of quality of life services to Spanish-speaking residents. The program has been adopted and is in use by the Grand Prairie, Dallas, Garland, Arlington, Irving, Plano, Richardson, San Antonio, and North Richland Hills Police Departments among others.

Published Author – Authored three articles published in The Police Chief magazine - "Policing in Local Law Enforcement: A Commitment to Getting Out-of-the-Car"; "Proactive Property Crime Reduction"; and "It's Time – A Commitment to Community Policing".

Community Policing Award Recipient – Received two International Association of Chiefs of Police (IACP) Community Policing Awards:

- 2009 for the UNIDOS Program
- 2013 for implementation of Community Policing and Crime Reduction Initiatives in Grand Prairie

International Association of Chiefs of Police (IACP) Terrorism Committee – Current member of this international committee focused on counter-terrorism efforts in law enforcement and the private sector.

International Association of Chiefs of Police (IACP) Community Policing Committee – Served eight years on this international committee, which is charged with promoting community policing throughout the world and recognizing and developing innovative community policing practices.

Crossover Crime Initiative – Founded the “Crossover Crime Group” aimed at enhanced communication at the police line level and more effectively combating crime by coordinating efforts among bordering police agencies.

State Legislative Testimony – Extensive experience, since 2005, testifying as an expert witness on numerous occasions at State Legislative Sessions regarding a variety of executive level policing topics.

MotorCops for Kids – Founded the MotorCops for Kids Motorcycle Toy Run in 2002, which is a partnership between the Grand Prairie and Garland Police Departments, Harley Owners Group and the Shriners. Since its inception, MotorCops for Kids has donated over \$350,000 to the Shriners Hospitals for Children and has collected thousands of toys for needy children at Christmas time.

Special Olympics Texas – Special Olympics Committee Chair for the Texas Police Chiefs Association and Co-Chair of the State Law Enforcement Torch Run Committee

National Insurance Crime Bureau (NICB) Law Enforcement Advisory Committee – Committee Chair

Tarleton State University Criminal Justice Advisory Board

Children First Counseling Center - Board of Advisors

YMCA – Grand Prairie - Advisory Board

Guns & Hoses Foundation of North Texas – Board Member

FBI North Texas Regional Computer Forensics Laboratory (RCFL) Program – Member and Past Chairman of Executive Board and National Advisory Committee

OTHER KEY PROJECTS AND INITIATIVES

- 37% UCR Part 1 Crime Decrease in Grand Prairie (to-date)
- 8th Safest City in Texas of 34 cities with population of 100,000 or more
- Inclusion into Texas Police Chief Best Practices Recognition Program
- Transfer of Code Compliance to the Police Department
- Creation of Grand Prairie Police Department Police Academy
- Creation of the Process Development Unit and Case Processing Office to increase efficiency
- Development of Neighborhood Enrichment Team to improve or eradicate chronic, problem properties
- Formation of Grand Prairie Police and Clergy Coalition (GPPACC)
- Formation of GPPD Citizens on Patrol Program (State Award Winners last four years for Best Large Agency Program)
- Creation of the GPPD Youth Boxing Program
- Annual Cops N Kids Fishing event
- Implementation of Safe Exchange Zone to protect online purchases
- Creation of Senior Safety Program
- Formation of Mounted Patrol Unit and Bicycle Units
- Annual Cowboy Cops rodeo benefitting Special Olympics
- Establishment of bi-annual Citizen Police Academy Classes
- Creation of Police Lateral Entry Hiring Program
- Formation of Strategic Recruiting Plan to increase diversity
- Implementation of a Physical Fitness Program for Police Officers
- Implementation of Public Safety Youth Internship Programs
- Implementation of SWAT Medic Program
- Public Safety Detention Center and Communications Regionalization
- Implementation of Bait Car/Property Reduction Program
- Implementation of comprehensive social media program for GPPD
- Secure Medicine Disposal Program
- Residential Lockbox Program
- Women's Self-Defense Program
- Implementation of GPPD COMPSTAT and Intelligence-led Policing
- Establishment of a Mentoring and Peer Support Groups
- Implementation of proactive Quarterly Registered Sex Offender Checks
- Implementation of a Crime Free Multi Housing Program
- Creation of Problem Solving Unit
- Coffee With A Cop Program
- Badges and Books Program
- Midnight Basketball Program
- Partnership for Priority Video Alarm Response

INSTRUCTIONAL ACHIEVEMENTS

Sam Houston State University – Selected by Sam Houston State’s Law Enforcement Management Institute of Texas (LEMIT) to provide training to all Police Chiefs in the State of Texas. Instructed Leadership classes in 2014 and 2015 and currently teaching a Ferguson Case Study class for 2016 and 2017.

Guest Speaker – Police / Youth Roundtable

123rd International Association of Chiefs of Police Conference (IACP) 2016.
Selected Panel Member for the Department of Justice, Office of Juvenile Justice and Delinquency Prevention, Police/Youth Roundtable.

Guest Speaker/Instructor – Community Policing

118th International Association of Chiefs of Police (IACP) Conference 2011.
Invited panelist to discuss Community Policing initiatives.

Guest Speaker/Instructor – Counter Terrorism at the State and Local Level

117th International Association of Chiefs of Police (IACP) Conference 2010.
Instructed Police Chiefs regarding recognizing suspicious terrorism related activity and the proper protocol in working with the FBI in counter terrorism investigations.

Guest Speaker/Instructor - Community Policing in the Immigrant Community

115th International Association of Chiefs of Police (IACP) Conference 2008.
Instructed Police Chiefs regarding the challenges of effective policing in the immigrant community and successful programs and philosophies for police departments.

Past Instructor

Leadership, Ethics, Spanish, Accident Investigation, Insurance Fraud

PROFESSIONAL ORGANIZATIONS

International Association of Chiefs of Police (Terrorism Committee Member)
Texas Police Chiefs Association (Special Olympics Committee Chair)
North Texas Police Chiefs Association
North Texas Crime Commission
Police Executive Research Forum (PERF)

SELECTED HONORS AND AWARDS

Grand Prairie Police Department

Grand Prairie Chamber of Commerce Man of the Year - 2012

City Manager Award - 2013

Garland Police Department

Garland Citizen Police Academy Alumni Association Officer of the Quarter

2 - Unit of the Year Awards

2 - Meritorious Conduct Bars; Commendation Bar; Certificate of Merit Bar

5 – Certificates of Merit

2 - Officer of the Month Awards

Houston Police Department

Houston Police Academy Honor Graduate - Class 122

2 - Central Patrol Officer of the Month Awards

Arlington Police Department

Medal of Merit

Rookie of the Year

Certificate of Commendation

2 - Officer of the Month Awards

LANGUAGES

Bilingual – Speak, read, write, and translate Spanish