

# Robert Crump White

  
Robert.White@louisvilleky.gov

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## Professional Experience

### Chief of Police

2003 to Present

#### Louisville Metro Police Department—Louisville, KY

The Louisville Metro Police Department (LMPD) is the result of a governmental consolidation in 2003 that brought together the City of Louisville and Jefferson County governments. The Louisville Metro Police Department was formed by merging the former Louisville Division of Police and the Jefferson County Police Department.

The police department patrols over 385 square miles, with a population of nearly 700,000 citizens. The LMPD is the 22<sup>nd</sup> largest police agency in the United States and the largest in Kentucky with nearly 1300 sworn officers and 300 civilian personnel. The annual budget of the LMPD is \$140 million.

- Successfully merged two police departments after inheriting two departments with separate missions, protocols, budgets, nine different unions and vastly different cultures. Additionally, no planning for merging police agencies had taken place prior to the actual merger. Within two years the department was completely merged with a new set of policies, procedures, mission statement, and strategic plan. The result of merger was a new police department utilizing best practices from within the two previous departments and around the nation
- Department reorganization that improved police services by better focusing efforts on prevention. This included decentralization that allowed for an additional 100 officers being assigned to patrol; establishing strong trust with all communities in Louisville through consistent outreach, improved communications, openness, accountability, and accessibility. These and other efforts resulted in The Morgan Quitno Press, State and City Ranking, listing Metro Louisville as the 7<sup>th</sup> (2004), 8<sup>th</sup> (2005 & 2006) and 12<sup>th</sup> (2007 & 2008) safest major city in America
- Developed a Public Integrity Unit comprised of supervisors—who report directly to the chief of police--that investigate all officer involved shootings and criminal investigations involving officers and other government employees
- Created a Reducing Serious Violence Partnership (RSVP) that focuses on reducing and deterring violent crime in Louisville by working with federal, state, and municipal agencies, along with community leaders and organizations
- Established a crime tip hotline, 574-LMPD (5673). This initiative began in October of 2004, resulting in 128 phone calls. With innovative marketing, which include over one million dollars of donated advertising featuring local celebrities, sports figures, and community activist, the tip line is now receiving over 2,500 phone calls a month, resulting in more than one arrest per day. Since its inception the tip line has received over 90,000 calls resulting in over 2,600 individuals arrested and thousands of cases solved. Additionally, the line now serves as a repository for crime prevention information and a venue to learn more about social services available for a myriad of needs
- Established a Louisville Metro Police Foundation to raise funds and in-kind contributions
- Improved strained relationship with local media. The result is a transparent, responsive department that has resulted in an increase in local and national stories featuring the LMPD
- Diversified and increased the Citizen Police Academy to include immigrant, Latino, youth, and media academies
- Organized a Community Relations Unit to oversee critical outreaches to the public
- Worked with the World Affairs Council and the US Department of State to host numerous international fact finding groups
- Expanded the Crisis Intervention Team (CIT) that is now recognized as a national model
- Developed efficiency standards to ensure that citizen concerns and complaints were handled in a timely and appropriate manner
- Initiated a Metro Watch system focused on preventing crime by utilizing cameras
- Developed methods to enhance internal communications between headquarters and the rank and file
- Saved taxpayers in excess of three million dollars due to volunteers and in-kind contributions

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### **Chief of Police Greensboro Police Department—Greensboro, NC**

**1998 to 2002**

The City of Greensboro encompasses more than 114 square miles and has a resident population of more than 224,000. With a staff of 511 sworn and 176 civilian members, the Chief of Police is responsible for strategically administering a budget of \$47 million. The Department adheres to a community government concept and focuses on crime prevention and employee accountability as foundations for making Greensboro a safer city. The city experienced a 12% decrease in crime for calendar year 1999 and an additional 4% for 2000.

- Fostered an agency philosophy of prevention and community involvement as the most responsible way to combat crime
- Realigned the infrastructure of the department to support the mission of the agency and the city
- Functionally decentralized both patrol and investigative functions to create greater accountability for crime reduction within a geographic area
- Coordinated efforts resulting in a public referendum that led to the opening of four police precincts
- Initiated programs focused on improving quality of life for residents such as the Violent Crime Task Force and Aggressive Driving Enforcement Programs
- Developed geographic Crime Analysis technology and reporting to provide more accurate and timely information to officers, detectives and commanders
- Coordinated Justice Summit effort
- Increased recruiting efforts resulting in increased departmental diversity. Inspired hiring initiatives that resulted both in full staffing on a timely basis and long range staffing strategies such as Student Outreach and Recruiting (SOAR).

### **Assistant Chief of Police (Patrol Operations Officer) Metropolitan Police Department—Washington, DC**

**1997 to 1998**

The Metropolitan Police Department is the primary law enforcement agency for the District of Columbia, a city of more than 550,000 residents. The Department has more than 3,600 sworn members. The city is geographically divided into seven police districts. Its budget is in excess of \$250 million per year.

- Responsible for the direct supervision of the city's seven police districts that are comprised of more than 2,600 sworn members, 72% of the department's total complement of sworn personnel
- Responsible for carrying out and enhancing the department's new patrol service area model, which in 1997 contributed to a 19% decrease in reported crime, one of the largest reductions among major city police departments
- As of May 1998, crime reductions exceed twenty-four percent
- Implemented a "Door to Door Campaign", requiring patrol officers to acquaint or re-acquaint themselves with every resident or business owner in their patrol area
- Established a "Community Government" approach to the abatement of open-air drug markets

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### **Chief of Police**

**1995 to 1997**

#### **District of Columbia Housing Authority—Washington, DC**

The authority is responsible for the management of public housing for 55 developments, more than 11,000 dwelling units serving more than 25,000 residents with an annual budget of eight millions dollars.

- Employed to create and lead a new independent Housing Authority Police Department in the District of Columbia
- Oversaw a double-digit decrease in crime
- Within 90 days of appointment to this position, developed a multi-faceted “Comprehensive Plan to Increase Security For The Residents Of Public Housing”
- Developed partnership with Metropolitan Police Department
- Engaged the community in a full range of law enforcement
- Develop a strategic plan for the Housing Authority, ultimately leading to the creation of a 150 person police department and a Housing Authority security force numbering 70, which included residents
- Entering into collaborative partnerships with local and federal law enforcement agencies to attack narcotics infested developments
- Conducted physical security analysis of all developments and the establishment of two mini-police stations in public housing

### **Commander**

**1993 to 1995**

#### **Metropolitan Police Department—Washington, DC**

Commanding Officer, Fourth District: Responsible for management of police service delivery for the most populace (108,000) and culturally diverse area of Washington, D.C.

- Oversaw a staff of 438 sworn officers and 55 civilians
- Enhanced community empowerment policing and formulated department wide standards by decentralizing operational units
- Designed and initiated permanent work shifts for patrol officers
- Established neighborhood beat profiles
- Published a community newsletter
- Implemented an awareness program for the Latino population about alcohol and vending violations
- Created an after-school learning center and a police-community substation
- Establishing a bicycle patrol
- Created a summer arts and enrichment camp for children
- Designed and initiated a dedicated two-way communication system for “Citizens on Patrol” groups
- Established a computerized citizen complaint tracking system
- Designed and distributed crime prevention pamphlets, in five languages, to all businesses
- Initiated computerized databases for business and detective case files
- Created tri-monthly anti-crime initiatives

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### **Inspector/Major Metropolitan Police Department—Washington, DC**

**1992 to 1993**

Director of the Planning and Research Division with an annual budget of three million dollars.

- Supervised the opening of two new police substations
- Redesigned and directed the operation of the Command Information Center for the 1993 Presidential Inaugural and major community disturbances
- Reorganized the Planning and Research Division to include establishing a new evaluation unit
- Continued the implementation of Accreditation and Community Empowerment Policing
- Served as liaison to the Chief of Police on various boards and initiatives. Annual Budget: in excess of three million dollars

### **Captain Metropolitan Police Department—Washington, DC**

**1985 to 1992**

Branch Commander, Special Operations Division, Emergency Response Team (June 1987 - March 1992)

- Responsible for the successful resolution of over 600 barricades, hostage situations and service of high risk warrants without incident
- Directed annual nationwide SWAT competition
- Oversaw regional field training and command post exercise
- Designed and secured the acquisition of a new command bus, barricade truck, bomb truck, and hostage negotiator van
- Established selection criteria for members of the Emergency Response Team
- Initiated a new mandatory physical fitness program for members of the Team

Commander, Narcotics Branch (July 1986 - June 1987)

- Coordinated citywide narcotic investigations and interdiction
- Responsible for all major narcotic investigations conducted within the city
- Established new procedures for the handling of narcotic cases by branch members

Section Commander, Sixth District (May 1985 - July 1986)

- Served as a supervisor of Uniform Patrol in two of the three neighborhood sections (or areas) of the district
- Served as the support commander which included acting as the District Commander in the absence of the Commander

### **Cadet - Lieutenant Metropolitan Police Department—Washington, DC**

**1970 to 1985**

- Lieutenant, Community Services Coordinator, Third District (1984 - 1985)
- Lieutenant, Special Operations Division, Special Tactics Branch (1984)
- Short-term confidential assignment, investigation of public corruption (1983)
- Lieutenant, Special Operations Division, Special Events Branch (1981 - 1983)
- Uniform lieutenant, Second District (1979 - 1981)
- Robbery squad sergeant (1978 - 1979)
- Uniform sergeant, Fifth District (1977 - 1978)
- Served successfully as an officer in patrol (1972 - 1977)
- Cadet (1970)

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### **Professional Accomplishments**

- Public Service Award, Center for Women and Families (2007)
- Guest lecturer, Southern Police Institute, Leadership (1998 to Present)
- Landmarks of Excellence Award, Public Relations Specialist of America, Communicator of the Year (2005)
- Community Service Award, Kentucky Alliance Against Racist and Political Repression (2005)
- Whitney M. Young Award, Boy Scouts of America (2005)
- Guest lecturer: University of the District of Columbia (1994)
- Guest lecturer, Rochester Police Department, Formulation of a Tactical Team (1990)
- Recipient of the Silver Medal of Valor, Metropolitan Police Department (1990)

### **Professional Affiliations**

Memberships in the Major Cities Chief Association; International Association of Chiefs of Police (IACP); Police Executive Research Forum (PERF), National Organization of Black Law Enforcement Executives (NOBLE); YMCA Board; Kentucky Boy Scout Council; University of Louisville Overseer

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### **Education**

- Master of Science, Applied Behavioral Science, Johns Hopkins University, May 1996
- Bachelor of Arts, Public Administration, University of the District of Columbia, Summa Cum Laude 1993

**Robert L. Davis  
Chief of Police  
San Jose, California**

Cell Phone: [REDACTED]

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**Education:**

- ◆ Master of Public Administration Degree (MPA): Golden Gate University, San Francisco, California; 2004. Graduated summa cum laude.
- ◆ Bachelor of Arts Degree with Honors, English: San Jose State University; San Jose, California; 1985.
- ◆ FBI National Executive Institute: Graduate of Class #28; September, 2005; Quantico, Virginia.
- ◆ Federal Bureau of Investigation (FBI): Graduate of National Academy Class #194; September 1998; Quantico, Virginia.
- ◆ California Peace Officer Standards and Training (POST) Master Instructors Certificate: Graduate of Class #1, 1993; Sacramento, California.

**Professional Career History:**

- ◆ **Chief of Police, San Jose, California, Police Department (SJPD) – January 2004 to Present:** Oversees a department of 1,348 sworn police officers, with an additional 452 non-sworn employees serving on the department. The department's annual budget is approximately 300 million dollars. San Jose is the tenth-largest city in the nation and the third-largest city in California. The city covers 176 square miles and has over one million residents.
- ◆ **Deputy Chief of Police, SJPD - September 2001 to January 2004:** Oversaw the Bureau of Investigations, which consisted of 256 detectives/support staff serving in the Homicide, Crime Scene, Robbery, Sexual Assault, Gang, Narcotics, Auto Theft, Family Violence, Assault/Juvenile, Financial Crimes, High-Tech, and Traffic Investigation Units.
- ◆ **Captain, SJPD - January 1998 to September 2001:** Served in the Bureau of Technical Services, where he oversaw the design and implementation of the nation's first voluntary racial profiling study conducted by a local police agency. Also served as the project manager overseeing the design and implementation of a new, department-wide automated information system; served as a Division Commander in Patrol; and oversaw the Personnel, Training, and other Bureau of Administration Units.
- ◆ **Lieutenant, SJPD - October 1993 to January 1998:** Served as the Commander of the Violent Crimes Unit (Gang Unit), with liaison responsibilities to the Mayor's Gang Prevention Task Force Technical Team. Also served as an Area Lieutenant in Patrol.
- ◆ **Sergeant, SJPD - October 1989 to October 1993:** Served as an Internal Affairs Investigator, Street Detective, Fraud Investigator, Airport Division Supervisor, and a Patrol Supervisor.
- ◆ **Police Officer, SJPD - October 1980 to October 1989:** Served as an administrative officer in the Bureau of Field Operation's Administrative Unit, a Training Officer at the Police Academy, a Field Training Officer in patrol, and as a patrol officer.

**Professional Consulting and Training Experiences / Speaking Engagements (Partial List):**

- ◆ 2010: Served on a panel at the *National Fusion Center Conference* in New Orleans, in which he emphasized the importance of sharing information amongst local, state and federal officials in the nation's newly-created fusion centers as law enforcement continues to strengthen its ability to prevent and investigate criminal acts.
- ◆ 2009: Served on a panel at the *White House Conference on Gang Violence Prevention and Crime Control*, where he emphasized combating crime through effective community policing strategies. After the conference, he and a small group of other chiefs met with Vice-President Joe Biden to discuss current issues confronting law enforcement.

- ◆ 2000-2009: Acting as an outside consultant on behalf of the State Department of the United States of America, traveled twice to El Salvador, and once each to Honduras, Venezuela, Guatemala, and Nicaragua to provide training to the federal/local police, politicians, government administrators, education leaders, leaders of social service organizations, and citizens regarding the design, implementation and evaluation of anti-gang programs, particularly as they relate to community-oriented policing strategies. All presentations were conducted in Spanish.
- ◆ 2008: Presented an address on Leadership in Policing at the Police Leadership Conference hosted by the British Columbia Association of Chiefs of Police in Vancouver, B.C., Canada.
- ◆ 2005: Acting as an outside consultant, provided Community Policing and Human Rights training on behalf of the State Department of the United States of America to police officers and police officials in Venezuela via a series of satellite teleconferences. All presentations were conducted in Spanish.
- ◆ 2000-2001: Made presentations to conferences addressing the issue of racial profiling. These included a conference hosted by the Department of Justice in Washington, D.C.; a conference hosted by the Office of the Governor of Wisconsin in Milwaukee, Wisconsin; a session of the International Association of Chiefs of Police conference held in San Diego, California; and a conference held by the Oregon State Chiefs of Police at Salishan Lodge in Oregon.
- ◆ 1995-2001: Acting as an outside consultant, taught and facilitated several sessions of the California Commission on Peace Officers Standards and Training (POST) Master Instructors Course, which is designed to teach subject matter experts from public safety agencies how to design and implement high-level and detailed training programs using adult learning concepts and experience-based learning methodologies. Has also facilitated the curriculum review for the Leadership portion of the California POST Management Course.

**Professional and Community Involvement / Personal Notes (Partial List):**

- ◆ Currently serves as the elected President of the Major Cities Chiefs Association (MCC). MCC is a professional organization comprised of the Chiefs of Police of the 63 largest cities/urban areas in the United States and the seven largest cities in Canada.
- ◆ Serves or served as a Board Member for several non-profit community groups, including the *YWCA of Silicon Valley*, the *San Jose/Silicon Valley Chamber of Commerce*, the *Santa Clara County Council of the Boy Scouts of America*, the *Santa Clara County Big Brothers/Big Sisters* organization, and the *Silicon Valley Faces* organization (formerly known as the *National Conference of Christians and Jews*).
- ◆ 2010: Received the *Youth Community Development Leadership Award* from the Kiwanis' Club of Silicon Valley Executives.
- ◆ 2007: Received the *Character Award* from the Boy Scouts of America, Santa Clara County Council.
- ◆ Currently serves on the advisory committee of *Project Cornerstone* in Santa Clara County. *Project Cornerstone* promotes developmental assets for youth and works to provide services to the community on multiple levels – through personal behavior, programs and policy (the “3 P’s”).
- ◆ Graduate of the *Community Leadership San Jose/Silicon Valley* program, 1996.
- ◆ Lived in Argentina from 1977 to 1979 while performing volunteer service for his church.
- ◆ Enjoys competing in triathlons. Rode a bicycle across the United States, traveling 3,605 miles between Santa Cruz, California and Yorktown, Virginia in 36 days.
- ◆ Very happily [REDACTED] has a beautiful [REDACTED] and a handsome [REDACTED]
- ◆ [REDACTED]
- ◆ Speaks, reads and writes Spanish fluently.

# Chief Art Acevedo



## SUMMARY OF QUALIFICATIONS

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- Currently serve as the Chief of Police for the Austin, Texas, police Department.
  - Department includes 2,200 combined sworn law enforcement and support personnel.
  - \$258-million annual departmental budget.
- 24 years of law enforcement experience.
- Over 18 years of management/supervisory and leadership experience within complex organizations, commands, and diverse communities.
- Proven ability to forge strong partnerships with elected officials, diverse community organizations, youth groups, district attorney and public defender's offices, and the media.
- Exceptional ability to foster outstanding community and labor relations.
- Cuban Immigrant with fluent communication skills in both English and Spanish.

## EXPERIENCE

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### Chief of Police Austin, TX

2007 - Present

- Lead all police operations within the City of Austin, including Austin-Bergstrom International Airport, city parks and lakes, and Municipal Courts.

Reduced departmental expenditures by approximately \$10 million without adversely impacting service delivery, while controlling violent crime and maintaining Austin as one of the safest cities in the nation; Accomplished this through process and staffing improvements and through vastly improved community and media relations.
  - Forged exceptionally strong ties with diverse community, resulting in historically high marks for the Office of the Chief of Police and marked improvement of the department's standing within the City of Austin and surrounding communities.
  - Forged close working relationship with community groups, including but not limited to: The American Civil Liberties Union; National Association for the Advancement of Colored People; League of United Latin American Citizens; Urban League; myriad of Gay, Lesbian, and Transgender organizations; the faith community; as well as many institutions of higher learning and the Austin Independent School District.
  - First Chief of Police to be keynote speaker at the annual Austin NAACP Banquet, and first to receive NAACP leadership award.
  - Forged close working relationship with City Council, County Commissioners, State Legislature, and the Governor's Office. Also established positive relationships with law enforcement and government entities on the federal, state, county, and local level.
  - Aggressively pursued grant funding – First city to receive Motor Carrier Safety funding for traffic enforcement.
  - Secured federal designation as Urban Area Security Initiative Designation.
  - 2010 hosted first Austin, Texas, Major Cities Chiefs Conference.
  - 2010 will have fully functional, all-hazards criminal intelligence fusion center.
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## Chief Art Acevedo Résumé

### Significant Internal Austin Police Department Accomplishments:

- Established Computer Statistics accountability and resource allocation process, modeled after the New York City experience.
- Created Watch Commander Program.
- Created Hot Shot officer response protocol.
- Created three new Field Bureaus; each bureau has three separate field area commands.
- Created three Bureau Metropolitan Tactical Teams to respond to emerging crime trends.
- Recentralized police motorcycle operations, resulting in increased focus on traffic safety, greatly increased citation activity, and significantly reduced crashes.
- Created a Special Investigations Unit to investigate all officer-involved shootings, other specified uses of force, and all criminal allegations against peace officers.
- Revamped use of force policy and replaced it with response to resistance policy.
- Created reporting and investigation process for ALL use of force, requiring supervisors to respond to scene of ALL use of force to make initial assessment, and to complete incident documentation.
- Revamped discipline process by moving organization from one driven by IA process to one that requires engagement by all supervisors and managers.
- Fostered an environment of accountability for all members of the department.
- Created an employee discipline matrix outlining penalty ranges for specific acts of misconduct.
- Have been successfully guiding department through a Department of Justice Review for past 18 months (DOJ Report has been very complimentary of leadership).
- Engaged entire community as partners; consequently departmental standing within the community is on upward trajectory.
- Completely revamped Public Information Office. Created an environment of transparency and aggressively engaged the media as community partners.
- Created Community outreach Division.
- Created Police Activities League.
- Created Police Explorer Program.
- Created Strategic Planning Division.
- Created Risk Management Division and Night Criminal Investigations Bureau.
- Created Communications and Emergency Planning and Response Division.
- Created budget committee and fleet/resource management process.

California Highway Patrol

1986 – 2007

Planning and Analysis Division – Chief, Division Commander

2005 - 2007

Commander of the busiest, most complex headquarters division within Department:

- CHP emergency and disaster planning with other federal, state, and local agencies.

## Chief Art Acevedo Résumé

- Emergency Notification and Tactical Alert Center.
- Emergency Operations Section.
- Oversaw DUI and radar programs and activities.
- Coordinated emergency medical services.
- Developed and implemented security programs.
- Evaluated new products to ensure strict CHP requirements and guidelines.
- Managed emergency incident response preparedness.
- Developed, implemented, and evaluated other special programs.
- Member, Governor's Task Force on Drug and Alcohol Abuse.
- Represented the Department on the California Traffic Control Devices Committee.
- Conducted special research and studies in areas of management, technology, and departmental operations.
- Coordinated, developed, submitted, and tracked federal grants the Department received for numerous projects.
- Managed the following transportation programs and projects: highway corridor and pedestrian safety, employee commute reduction, transportation management centers, intelligent transportation systems, toll highways, environmental review process, and transportation systems operations.
- Provided liaison to the Federal Highway Administration, the California Department of Transportation (Caltrans), the California Transportation Commission, and regional transportation planning agencies.
- Oversaw the Department's Strategic Planning process.
- Coordinated with Caltrans selection for the state's 65 and 70 mph highway segments.
- Administered the California Motorcyclist Safety Program.
- Regulatory coordinator for the Department.
- Coordinated the Older Californian Traffic Safety (OCTS) Task Force, and on behalf of the CHP Commissioner, served as the Task Force chair.
- Led statewide community outreach and marketing.

### **Southern Division - CHP operations, Los Angeles County**

**2002 - 2005**

#### **Assistant Chief**

- Management oversight of the largest, most complex field division within the CHP with a \$118 million budget and 1,800 employees.
- Provided law enforcement services to 10 million residents throughout Los Angeles County, the most diverse and densely populated county in the nation.
- Established SPEAR (Special Problems and Response) Team, to combat gang violence throughout Los Angeles County.
- Mentored dozens of young law enforcement professionals on many departments through the promotional process.
- Forged strong relationships with diverse communities throughout Los Angeles County and Southern California.

## **Chief Art Acevedo Résumé**

- Fostered outstanding working relationship with labor-union district directors and local shop stewards.
- Established task force in response to rash of freeway shootings. Conducted extensive media interviews including CNN, Fox News Channel, MSNBC, CBS Evening News and ABC World News.
- Led the establishment of Cargo Theft Interdiction Program Task Force, in the Port of Los Angeles. Multiagency task force consisted of federal, state, county and municipal police agencies. This collaborative effort resulted in increased security in the port area, the arrest of numerous felony suspects, and the recovery of millions of dollars of stolen cargo.
- Established "Code Alpha", formal strategy/dragnet protocols for the search and apprehension of wanted felons.
- Led CHP field response to several large antiwar demonstrations, including the Academy Awards Show in 2003, and numerous other civil unrest incidents.
- Oversaw security operations at ALL State buildings and facilities throughout Los Angeles County.
- Oversaw CHP response within Los Angeles County related to elevated National Threat level.
- Led CHP response to the Santa Monica Farmers Market Incident, which resulted in the death of 10 bystanders and injury to more than 70 pedestrians.
- Prepared feasibility study for deployment of single officer units on the graveyard shift in response to fiscal constraints.
- Initiated budget savings strategy to deal with budget constraints and maximized use of grant funding.
- Oversaw CHP security operations related to the annual Tournament of Roses Parade and the 1million parade bystanders.

### **East Los Angeles Area Command Captain**

**2001 – 2002**

- Established Citizens' Advisory Committee; greatly enhancing relationship between members of command and the community served.
- Established Community Partnership Team; tailoring enforcement strategies to community needs.
- Submitted for and received grant funding to establish Pedestrian Enforcement Strike Team, which lead to reduction of pedestrian involved traffic collisions.
- Submitted for and received grant funding for commercial vehicle enforcement.
- Reduced DUI related traffic collisions by 11% – 2000 vs. 2001.
- Reduced citizens' complaints by 53% – 2000 vs. 2001.
- Initiated several rigid fiscal control measures.

### **Office of Commissioner Lieutenant**

**1999 – 2000**

- Successfully mitigated issues brought to the Department by various advocacy groups.

## Chief Art Acevedo Résumé

- Represented the Office of Commissioner at meetings with allied agencies and law enforcement organizations throughout the State of California at the local, county, state and federal levels.
- Liaison between Office of Commissioner and departmental commands.
- Managed preparation of CHP public safety plan for the 2000 Democratic National Convention in Los Angeles, CA, and member of the DNC operational management team.

### Central Los Angeles Area

1998 – 1999

#### Santa Fe Springs Area

#### Lieutenant – Field Operations Officer

- Established School Zone Enforcement Team.
- Increased DUI arrests by 80%.
- Initiated comprehensive environmental study.
- Reduced employee vehicular accidents and related injuries.
- Investigated fraud committed by police officer.

### Southern Division Investigative Services Unit

1996 – 1998

#### Sergeant/Investigator

- Supervised Drug Task Forces.
- Supervised Special Operations Investigations Unit.
- Supervised Background Investigations Unit.
- Supervised Environmental Crimes Unit.
- Special Investigations Unit Investigator; personally investigated police officers involved in narcotics trafficking and police corruption. The investigations led to felony convictions of corrupt police officers. Investigated many other cases of police misconduct and abuse.
- Supervisor/investigator Officer Involved Shooting Investigation Team.

### Bureau of Internal Affairs

1994 – 1995

#### Sergeant/Investigator

- Investigated administrative and criminal misconduct.
- Investigated workman's compensation fraud.
- Recommended penalties for employee misconduct to the appropriate commissioner.
- Reviewed internal investigations to ensure thoroughness, impartiality, and compliance with applicable statutes, and departmental policy.

### ADDITIONAL EXPERIENCE/ASSIGNMENTS

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#### Baldwin Park Area

1995

#### East Los Angeles Area

1991 – 1994

#### Sergeant

- Investigated on duty sexual misconduct of police officer; Investigation led to the termination of the officer.
- Led field personnel and managed a myriad of complex field incidents.
- Supervised daily activities of field personnel.

## Chief Art Acevedo Résumé

- Period of 1991 to 1993, acting sergeant in East Los Angeles Area.

### **Southern Division Investigative Services Unit Officer**

1989 – 1991

- Applicant Background Investigations Unit; Conducted background investigations on CHP Cadet Applicants.
- Conducted staged auto collision/Insurance fraud investigations.

### **East Los Angeles/Baldwin Park Areas Officer**

1986 – 1989

- Field patrol officer.
- Felony follow-up investigation officer.
- Field Training Officer.
- Drug Recognition Expert.
- Emergency Medical Technician I N/A.

## **EDUCATION**

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University of La Verne

**Bachelor of Science in Public Administration, with honors**

Rio Hondo College, Whittier.

**Associate in Arts in Communications, with honors**

Additional course work completed at California Polytechnic State University, Pomona, and Western State University College of Law, Fullerton.

## **FORMAL TRAINING**

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- Texas Police Chief Course
- National Executive Institute – Federal Bureau of Investigation
- Jewish Institute National Security Affairs
- Command Course – California Highway Patrol
- Homicide Investigation Orange County Sheriff's Department
- Middle Management Course – California Highway Patrol
- Middle Management Assessment Center
- Officer Involved Shooting Investigation
- Advanced Search Warrant Service and Building Entry
- Advanced Gang Investigation
- Advanced Asset Forfeiture
- Advanced Interview and Interrogation Techniques – F.B.I.
- Advanced Internal Investigation Techniques
- Sergeants Academy – California Highway Patrol
- Vehicular Homicide Investigation
- Advanced Weapons Officer
- Field Training Officer

- Advanced Drug Recognition Expert.
- Emergency Medical Technician I, N/A
- C.H.P. Basic Academy
- United States Army Reserve Officer Training Corps

**PROFESSIONAL CERTIFICATES**

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**Texas Commission Law Enforcement Standards and Education**

- Basic.

**California Peace Officer Standards and Training**

- Basic
- Intermediate
- Advanced
- Supervisory
- Management

**PROFESSIONAL MEMBERSHIPS**

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- International Association Chiefs of Police
- National Latino Peace Officers Association – National President, Founding Board Member East L.A. Chapter
- Hispanic American Police Command Officers Association
- Combined Law Enforcement Agencies of Texas Association
- Austin Police Officer Association
- Faculty Member, Sigma Phi Alpha – Florida International University

**PROFESSIONAL/COMMUNITY BOARD MEMBERSHIPS**

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- Co-Chair, Major Cities Chiefs, Terrorism Committee
- Major Cities Chiefs, Technology Committee
- International Association of Chiefs of Police, Explosives and Firearms Committee
- Council for At-Risk Youth
- Central Texas Center for Child Protection
- Boy Scouts of America Central Texas Executive Board
- Austin Police Department Police Activities League

**AWARDS**

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- National Latino Peace Officers Association Don Quixote Leadership and Courage Award
- National Association for the Advancement of Colored People Leadership Award
- East Los Angeles Community Youth Center Angel Award
- Recipient of a myriad of community awards and leadership awards
- Recipient of a myriad of resolutions and certificates of appreciation from federal, state, county and local officials
- Recipient of a myriad of departmental and allied agency awards and commendations

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## Floyd D. Simpson

### Management Philosophy

I believe all members of the Law Enforcement community should consider themselves representatives of local, state and federal government. They should be committed problem-solvers in the truest sense of community-oriented policing. In an era where police must balance increasingly complex demands for public safety with equally complex definitions of liberty, the law enforcement leader of the twenty-first century must remain committed to life's simplest virtues.

### Professional Experience

**August, 2008 – Present**                      **Assistant Chief of Police, Patrol Bureau**

- Provide leadership, direction and oversight over the Patrol Bureau's 240 million dollar budget; the bulk of which is fixed personnel cost of more than 2,200 FTE's.
- Police Field Patrol - Provide leadership and direction to seven Deputy Chiefs whose primary objective is to maintain order and security in the community through the effective deployment of approximately 1,700 sworn police officers, support staff and related equipment throughout the City of Dallas.
- Police Storefronts – Storefronts (6 total) provide security for various housing developments and surrounding areas throughout the city, including foot patrol, counseling and referral to social service agencies, response to walk-in requests and development of crime prevention programs.
- Neighborhood Nuisance Abatement Unit – NNAU Personnel target high-crime/nuisance properties within communities first utilizing voluntary crime prevention programs followed by mandatory programs directed by city ordinance to reduce crime. The abatement process is utilized as a last resort for non-compliant property owners. Personnel work with various city departments such as Fire, Code and the City Attorney's Office during the abatement process.
- Crime Prevention Unit – Provide leadership to Crime Prevention Unit whose personnel coordinate the activities of more than 700 neighborhood watch programs as well as the Crime Watch Executive Board. Also, provide vision and direction to the Police Department's registered corps of citizen volunteers.
- Fleet Management –Responsible for management of the Police Department's marked and unmarked police fleet; a total of approximately 1,600 vehicles with a value in excess of 20 million dollars.
- Parking Enforcement Division - Enhancing urban mobility through the application of integrated parking programs and policies which balance the many demands for on-street and off-street parking space.
- Conduct media interviews of high profile events. Present Public Safety and City Council briefings. Hold regular meetings, including disciplinary hearings, with staff/assigned commanders. Have regular communications with other city staff and state elected officials through e-mails, general meetings, conference calls and departmental visits. Meet with neighborhood and business groups to discuss issues and implement action plans. Meet with representatives from departmental employee organizations to address work-related issues from the rank and file.

### Major Accomplishments

- October 1, 2008 through September 30, 2009, achieved an overall crime reduction of 9.7%; which contributed to 6 consecutive years of overall crime reduction. Concurrently, the patrol bureau responded to 72% of emergency calls for service in 8 minutes or less.
- Refined the utilization of the beat policing in conjunction with effective utilization of the compstat-fusion model.
- Standardized functions across all seven patrol stations in accordance with CALEA standards.
- Police Operations Commander for the annual ATT Cotton Bowl Classic and Texas/Oklahoma football games, 2001-2009. Section Commander for the 2010 NBA All Star Game.

- Refined the policies for adherence to the Mandatory Crime Reduction, Gold Star and the Convenience Store Ordinances.
- In collaboration with Dallas County, created the Juvenile Spotlight Program.
- Reestablished the UNIDOS program to improve relations with the non-english speaking community.
- Decentralized the Nuisance Abatement process in order to cause patrol commanders to have more discretion over real property that plague neighborhoods within their area of control. This resulted in a 37% increase in new cases identified.
- Created an effective and more professional Fleet Management Team through memberships into various public/private Fleet Management Associations. As a result, the average age of the marked fleet fell from 9 years to 3 years of age. The visibility of the marked fleet was enhanced by changing the paint scheme of marked cars from blue and white to black and white. The interior build-out of marked squad cars was standardized in order to enhance officer safety.

**December, 2004 – August, 2008**

**Deputy Chief of Police, Personnel and Development Division**

- Managed a 36 million dollar budget while providing leadership and direction to command level officers who directly and/or indirectly impact the day-to-day activities of 250 sworn and non-sworn employees.
- Training officer of record for the Dallas Police Department. Training responsibilities include both basic and in-service academies as well as the firing range.
- Plan and direct all aspects of the hiring process, including recruitment, background investigations, and applicant processing.
- Oversee the Department's payroll functions and the coordination of personnel records for past and current employees.
- Oversee the Department's Psychological Services, Workers Compensation, Employee Relations and Safety Teams.

Major Accomplishments

- Improved pass rates of the State Mandated Peace Officers Examination from 74% to 92%.
- Instituted a paid Police Cadet program targeting high school and college aged students.
- Increased the number of Police Reservist from 34 to 96.
- 2007 - Processed 3300 applicants; hiring 336 sworn officers (second highest in departmental history).
- 2006 - Processed 2100 applicants; hiring 218 sworn officers (a fifteen year high).
- 2005 - Processed 1700 applicants; hiring 170 sworn officers (75% increase from previous year).

**December, 2001 – 2004**

**Deputy Chief of Police, Southeast Operations Division**

- Managed a 54 million dollar budget while providing leadership to the largest patrol division in the City, spanning 92 square miles with a population of 204,000. There were approximately 420 sworn and non-sworn employees assigned to the division which is located in the most economically and socially depressed area of Dallas.

Major Accomplishments

- Crime Reduction – Reduced crime during calendar years 2001, 2002 and 2003, the only patrol division that consistently achieved crime reduction during this period.
- Response Times - Initiated the Department's first Code 99 program. Utilizing light and limited duty officers, positively affected response times by causing those officers to handle priority 3 and 4 calls over the telephone. This program cleared field officers and allowed them to respond sooner to higher priority calls for service. Code 99 officers continue to be utilized patrol bureau wide.
- Project Safe Neighborhoods (PSN) My affiliation with PSN solidified the Department's

relationships with other departments within the city of Dallas, the state of Texas and the United States of America.

- Operation J.U.S.T.I.C.E – Operation JUSTICE consists of local, state and federal authorities working together to reduce crime at area truck stops. Over 600 contacts were made during calendar year 2003.
- DFW F.A.S.T – Joint operation with the Dallas US Marshalls’ Office targeting “hard-core” fugitives who have active warrants within the city of Dallas. Over 300 fugitives were captured during my assignment.
- Community Relations - Attended 400 Community Meetings over a three year period.

#### **1999 – 2001 Lieutenant of Police**

- Chief of Staff, Office of the Chief
- Provide functional review and control of outgoing and incoming correspondence.
- Interact with City Council, Mayor, and the City Manager on items of public safety.

#### **1986 – 2000 Police Officer/Senior Corporal/Sergeant**

##### **Education and Training**

- Master of Business Administration- Amber University, Garland, Texas, 1999
- Bachelor of Science – Western Illinois University, Macomb, Illinois, 1985
- FBI National Academy-214<sup>th</sup> Session, Quantico, Virginia
- Senior Management Institute for Police – Boston University, Boston, Mass
- Law Enforcement Management Institute – Sam Houston State, Huntsville, Texas
- Advanced Management College-13<sup>th</sup> Session, Plano, Texas
- Leadership Dallas-Dallas, Texas
- West Point Leadership Course-Plano, Texas
- Participated in over 200 law enforcement related seminars, workshops and conferences

##### **Professional Memberships/Activities**

- N.O.B.L.E.- Past President, Greater North Texas Chapter
- FBI National Academy Associates, Inc.
- International Association of Chiefs of Police
- Police Executive Research Forum
- Major City Chiefs Human Resources Committee
- Texas Police Chiefs Association
- North Texas Police Chiefs Association
- Dallas Chamber of Commerce
- NAACP

##### **Awards**

- Gary P. Hayes Award – Police Executive Research Forum, 2007
- Special Recognition – Dallas City Council, 2007
- Life-Saving Award – Greater Dallas Community Relations Commission, 1993
- Safe Driving Award – 20 years
- Perfect Attendance Award – 20 years
- Several other internal/external commendations

# DAVID O. BROWN

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## FIRST ASSISTANT CHIEF OF POLICE

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Seasoned and highly effective law enforcement executive with 26 years of overall experience and 10 years at command-level with a successful record in the Dallas Police Department.

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- **Implement a proactive, evidence-based approach** to crime reduction while promoting community involvement, best police practices, and expanded beat management.
- **Achieve continuous improvement** through new technologies, staff training, and department-wide collaboration.
- **Cultivate excellent community relations** by actively participating in numerous community-based forums, radio and print media interactions, and outreach initiatives to create partnerships, improve public confidence, and reduce crime.

### *Demonstrate broad strengths in:*

- **Cost Cutting & Financial Controls**
  - **Diversity Initiatives & Hiring**
  - **Business & Resident Liaison**
  - **Rapid Emergency Response**
  - **Community Outreach**
  - **Overall Crime Reduction**
  - **COMPSTAT Policing Model**
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## PROFESSIONAL EXPERIENCE

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### DALLAS POLICE DEPARTMENT (DPD), Dallas, TX

1983 – Present

Metropolitan police department with 4,200+ employees (3,600 sworn) serving the residents of Dallas in the Patrol Bureau, Strategic Deployment Bureau, Investigations Bureau, Administrative Bureau, Support Bureau, and Office of the Chief of Police.

**First Assistant Chief of Police (2005 – Present)** – As second in command, oversee public safety and crime deterrent initiatives, staffing matters, and administration of \$410M+ annual operating budget.

- **Operations Oversight:** Provide decisive leadership to four assistant chiefs managing daily operations, including patrol deployment, criminal investigation, narcotics enforcement, property/detention services, vice control, evidence collection, communications, tactical deployment, criminal intelligence collection/distribution, and crime reporting.
- **Crime Reduction:** In 2009, helped lead DPD to its sixth consecutive year of total crime reduction and its lowest per capita murder rate in 51 years. Achieved these successes through management of COMPSTAT and collaboration with patrol officers and investigative units in crime prevention, suppression, and investigation.
- **Policing Innovation:** Implemented the COMPSTAT policing model in 2005 which led to improved use of real-time crime analysis and information dissemination, focusing on people, places, and behaviors to accurately and efficiently deploy police personnel. Chair COMPSTAT weekly crime analysis and accountability meetings with command staff.
- **Department Growth:** Coordinated the deployment, field training, and development of new officers as DPD's sworn strength increased by 433 officers, ensuring their assimilation into the department ranks and their commitment to the department's mission, standards, and goals, 2007 – present.
- **Emergency Response:** Directly managed the DPD's prompt and effective response to Hurricanes Katrina and Rita, requiring 24-hour site security at the Dallas Convention Center for approximately 18,000 evacuees relocated to the City of Dallas, while maintaining police service for the remainder of the city, 2005.
- **Fund Raising:** Contributed to increased funding from Safer Dallas Better Dallas, Communities Foundation of Texas, and the Caruth Foundation with the DPD being awarded \$15M, by boosting donor confidence in department leadership.
- **Fusion Center:** Managed the implementation in 2006 of the Fusion Center and its integration with the COMPSTAT policing model. This is a 24/7 crime intelligence support unit that assists with development of crime trends, investigative leads, and apprehension of suspects.
- **Neighborhood Outreach:** In 2005, spearheaded expansion of the neighborhood policing program, 10-70-20, which resulted in creation of 37 crime watch groups and an average 20% reduction in crime.
- **Cost Cutting:** In response to budget cuts during country's economic crisis, directed overtime reductions in administrative and late relief expenditures that resulted in \$2.6M cost savings during the fiscal year 2009.
- **High-Profile Events:** Successfully managed site security and traffic management for National Basketball Association's All-Star Game sanctioned and non-sanctioned events, resulting in favorable national recognition for the City of Dallas. Received special recognition from the Dallas Mayor, City Manager, and City Council, 2010.
- **South Central Patrol:** Facilitated the redeployment of police personnel with establishment of the seventh patrol division, dramatically reducing response times to calls for police service to its lowest levels in decades, 2007.
- **Cross-cultural Relationship Building:** Provided leadership to executive team in revamping and expanding UNIDOS outreach program to the Spanish-speaking community in Dallas, resulting in improved communication and service delivery, 2009.

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**PROFESSIONAL EXPERIENCE CONTINUED**


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**Deputy Chief of Police (2004 – 2005)** – Provided leadership to 250 police officers and supervisors and directed patrol operations for the Northeast Region of Dallas (86 square miles with approximately 263,000 residents).

- **Crime Suppression:** Created and implemented Operation Kitchen Sink Broken Windows which resulted in 58% reduction in violent crime and 92% reduction in overall crime during operational period in 2004.
- **Finances:** Efficiently managed \$29M annual operating budget; led preparation of subordinate departmental budgets.

**Lieutenant of Police (1999 – 2004)** – In command-level position, supervised patrol watch and special investigations.

- **Leadership:** Took interim command of scenes of major crimes, disturbances, and special operations.
- **Community Relations:** Established community partnerships by attending crime watch meetings and addressing neighborhood concerns.

**CITY OF DALLAS, Dallas, TX****2007 – 2008**

**Interim Assistant City Manager** – Handpicked by City Manager for special one-year assignment, managing Department of Code Compliance (DCC), Department of Equipment and Building Services, Department of Environmental and Health Services, Department of Parks and Recreation, Office of Cultural Affairs, and Department of Library Services.

- **Organization Restructuring:** Collaborated with other executive team members to reorganize Department of Code Compliance, including decentralizing organizational structure, increasing staffing levels, creating neighborhood code representatives, and implementing new accountability measures for managers and field personnel; achieved improved citizen satisfaction with DCC's responsiveness, 2008.
- **Management:** Supervised approximately 2,700 employees and \$233M annual operating budget.
- **Special Project:** Planned and executed successful operations and security for the Ramses II exhibit.

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**EDUCATION & CREDENTIALS**


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AMBERTON UNIVERSITY, Garland, TX

**Master of Business Administration (MBA), 2001**

DALLAS BAPTIST UNIVERSITY, Dallas, TX

**Bachelor of Arts and Sciences (BA), 1999**

**Professional Development Training**

Advanced Training School: Extremist and Terrorist Threats, Washington, D.C., 2009

United States Secret Service Dignitary Protection, Washington, D.C., 2008

Federal Bureau of Investigation's National Academy, Quantico, VA, 2007

Senior Management Institute for Police, Boston University, Boston, MA, 2004

**Certifications**

Master Peace Officer Certification – State of Texas

Police Instructor Certification – State of Texas

Expert Marksman

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**AWARDS & RECOGNITIONS**


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Departmental Meritorious Conduct Award for Heroic Actions (DPD's 4<sup>th</sup>-highest award)

Departmental Certificate of Merit Award for Outstanding Job Performance with SWAT Unit

D. F. W. Elite News Don Stafford Law Enforcement Award

Dallas Interdenominational Ministers Alliance Community Service Award

National Black Police Association Life Membership Award for Dedication and Commitment

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**PROFESSIONAL AFFILIATIONS**


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International Association of Chiefs of Police (IACP)

National Organization of Black Law Enforcement Executives (NOBLE)

Police Executive Research Forum (PERF)

Dallas Chapter of the Black Police Association (BPA)

FBI National Academy Associates (Texas Chapter)

## Daniel V. Garcia

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### *Experience*

*1978 - Present*

**31 year veteran of the Dallas Police Department**

*2008-Present*

**Assistant Chief of Police, Administrative Bureau**

- Bureau Commander of Personnel Division
- Bureau Commander of Internal Affairs Division

*2008*

**Assistant Chief of Police, Patrol Bureau**

- Bureau Commander over all 7 patrol bureaus: North Central, Northwest, Northeast, Southwest, Southeast, South Central and Central. Directed Police Patrol functions.

*2005-2008*

**Assistant Chief of Police, Patrol West Bureau**

- Bureau Commander of four Patrol Operations Divisions - Southwest, Northwest, North Central and South Central.
- 1,253 personnel.
- 147.16 square miles with a population of 864,011.
- \$108 million dollar operating budget.
- Responsible for providing patrol and selected investigative services to specific geographic areas of the city.

*2004*

**Assistant Chief of Police, Patrol Central Bureau**

- Bureau Commander over Central Patrol, North Central Patrol, Homeland Security/Tactical Division and Traffic Division.
- 829 personnel.
- 59.43 square miles with a population of 500,000.
- \$64 million dollar operating budget.
- *Homeland Security/Tactical Division* - Respond to major incidents involving acts of terrorism, high-risk criminal apprehensions, civil unrest, disaster response and other Special Events.
- *Traffic Division* - Accident investigations, traffic enforcement and dignitary escorts.

*2004*

**Deputy Chief of Police, Personnel and Development Division**

- *Recruiting* - Recruit and select qualified applicants to be police officers.
- *Background Investigations* - Conduct investigations and verify information concerning applicants.

- *Training/Academy* - Manage training and professional development of rookie officers and veterans.
- *Employee Relations* - Handle employee issues related to compensation, benefits and personnel records.

1998 - 2004

**Deputy Chief of Police, Central Patrol Division**

- 300 personnel
- 11 square miles with a population of 76,000.
- \$21 million dollar operating budget.
- Directed police patrol functions.

1994 - 1998

**Deputy Chief of Police, Northwest Patrol Division**

- 320 personnel.
- 46 square miles with a population of 270,000.
- \$15 million dollar operating budget.
- Directed police patrol functions.

1993-1994

**Deputy Chief of Police, Support Services Bureau**

- *Communication Division* - Police dispatch of all calls for service.
- *Auto Pound* - Storage and inventory of all towed vehicles.
- *Police Property Room* - Storage of property and evidence seized.
- *S.A.F.E Abatement Unit* - Operations of abatement and seizure cases.
- 430 personnel.
- \$11 million dollar operating budget.

1992 - 1993

**Liaison to the City Manager, City Manager's Office**

- Police Liaison assigned to the City Manager's Office. Liaison to the City Manager, Mayor, City Council and other city departments.

1990 - 1992

**Sergeant of Police, Central Patrol Division**

- Supervised Police Patrol personnel assigned to a particular geographic area in the Central Business District.

1987 - 1990

**Detective, Vice Division**

- Undercover officer responsible for the enforcement of vice-related offenses.

1984 - 1987

**Firearms Instructor, Dallas Police Academy**

- Responsible for training of police recruits and veteran officers.

*1981 - 1984*

**Detective, Vice Division**

- Undercover officer responsible for the enforcement of vice-related offenses.

*1978 - 1981*

**Police Officer, Northwest Operations Division**

- Responsible for responding to police calls for service. Enforce city ordinances, state and federal law.

*Certifications*

**Management Schools and Certifications**

- Senior Management Institute for Police
- TCLEOSE Instructor
- FBI National Academy #224
- Police Executive Research Forum

*Professional Memberships*

**Boards and Committees**

- International Association of Chiefs of Police
- North Texas Police Chief Association
- NTCOG/Law Enforcement Advisory Committee
- Law Enforcement Television Network (LETN)
- FBI National Academy Member
- United States Private and Public Partnership (USB3)
- Dallas Hispanic Chamber of Commerce

*Awards*

**Recognition Awards**

- 1978 Runner-Up Rookie of the Year
- Dallas Police Certificate of Merit 1979, 1992
- 11 Dallas Police Shooting Awards
- Texas State Rifle Association Marksman Champion 1986
- Placed in the National Police Pistol Championships 1986, 1987
- LULAC Council 100 Certificate of Appreciation 1999
- FBI National Academy #224 - Class President

*Education*

**Colleges**

- Sam Houston State University  
Bachelor of Science Degree in Criminal Justice, 1978
- Police Executive Research Forum (PERF), Graduate
- FBI National Academy, Graduate Class 224, 2006

*Reference*

References are available upon request.