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**PROFESSIONAL SUMMARY**

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Goal: Chief of Police

Certified Law Enforcement Professional | 24+ years of Experience | 12 years command level experience |  
Six years as District Commander

Bachelor of Science Degree in Organizational Leadership | Numerous Instructor Certifications

Demonstrated leadership in developing innovative and proactive community policing strategies, including resource allocation, personnel and equipment. Proven leadership in the Denver Police Department, rising through the ranks while gaining in-depth experience across multiple divisions and district stations, including experience in tactical SWAT operations and internal investigations. I bring a strong, successful, and consistent track record of performance in leading district command teams and patrol operations, budget and organizational management, grant administration, organizational accountability, transparency, and community engagement. Proven skills in planning for and managing large scale events and tactical response incidents innovation in crime prevention strategies, integrating comprehensive essential evidenced-based services, coordinating access to culturally-sensitive mental health services for children, youth and families, and multidisciplinary approaches with criminal justice systems. Experience in public speaking, public relations and media requests.

- Dedicated law enforcement executive and a decisive, results-driven, strategic planner with strong leadership skills in managing, coordinating, supervision, and evaluation of police operations for improvements to ensure efficient operations
- Demonstrated collaborative and empowering management style to inspire and build consensus between officers, community, and diverse populations
- Developed successful and impactful district wide crime prevention systems, which have been replicated in other districts throughout the city

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**EDUCATION | CERTIFICATION | TRAINING**

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- Bachelor of Science in Organizational Leadership – Colorado State University – Global, graduated magna cum laude, Greenwood Village, CO
- 2018 Fellow – University of Denver – Latino Leadership Institute, Denver, CO
- Senior Management Institute of Police – Police Executive Forum – Boston University, Boston, MA
- Federal Bureau of Investigation – National Academy – U.S. Department of Justice, Quantico, VA
- Criminal Justice Certificate – University of Virginia, Charlottesville, VA
- International Association of Chief of Police – Leadership in Police Organizations, Participant/Instructor, Longmont, CO
- Data Driven Approaches to Crime and Traffic Safety – National Highway Traffic Safety Administration, International Association of Directors of Law Enforcement – Instructor/Facilitator, Charlotte, NC
- Smart Suite Researcher Practitioner Fellows Academy – Michigan State University, School of Criminal Justice, Denver, CO
- Weapons of Mass Destruction – Advanced Tactical Operations, Louisiana State University, Denver, CO

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## EXPERIENCE AND ACHIEVEMENTS

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Denver Police Department – Denver, CO – 1995 – Present

District Commander

April 2012 – Present

Selected and named as District One Commander through stringent commander selection process and extensive community process including a commander selection board representing community members of each city council district and DPD command staff.

Responsible for leading 155+ officers, detectives, and supervisors, on-site detention cells, and four civilian support personnel in one of Denver's most diverse communities with over 125,000 residents and a recognized community-of-change.

- Budget development and management including allocation and deployment of police personnel, vehicles, equipment, administrative resources, personnel incidents, prepared written recommendations with justifications, and enforced disciplinary action and/or training
- Refined curriculum with shift command staff to train all new supervisors in required skills, including critical incident response protocol, promotion of mental health services, and promotion of officers who demonstrate leadership skills
- Instituted accountability practices, enhanced department resource allocation, and streamlined assignments to maximize police services
- District led in officer productivity over last five years under my leadership while working with the district team
- Collaboration with City Council, public works, other city departments to strengthen municipal ordinances around public safety and improve quality of life

Lieutenant – Administration/Special Operations

November 2006 – April 2012

Shift Commander – TeleStaff Implementation/Technology and Support

District One/Patrol Division

- Responsible for complex criminal investigations involving persons, property, and narcotics operations
- Developed strategies and plans to ensure optimal performance and oversight of patrol, investigations, school resource officers, and the districts' field training program
- Formulating district policies, regulations, and priorities for the members of the district, including concise reports and recommendations
- Planned and implemented critical infrastructure protection and public safety – Team leader for 2008 Democratic National Convention – Colorado Convention Center
- Managed multi-level staff; strategic planning, fleet and project management, problem solving, development, and execution of department goals
- Provided complex administrative support in the areas of procurement, budgeting, and reporting
- Developed and evaluated operational plans and after-action reports

Sergeant – Investigator/Internal Affairs Bureau, Patrol Sergeant

January 1995 – Nov 2006

District Two/Patrol Division, SWAT Technician – SWAT Team/Patrol Division, Field Training Officer – District Three/Patrol Division, Neighborhood Police Officer – District Three/Patrol Division, Impact Team-District Three/Patrol Division, Patrol Officer – District Three Patrol Division

United States Marine Corps, Gulf War Veteran

July 1989 – July 1994

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## BOARDS | MEMBERSHIPS | HONORS

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- Board President, Servicios de la Raza, nine-years as active board member – community-based organization providing and advocating for cultural responsiveness, essential human services, and opportunities for low-income and underserved communities, Denver, CO
- Center for Trauma and Resilience – former board member – non-profit organization providing culturally and linguistically responsive programs, health promotion and crime prevention education, Denver, CO
- Federal Bureau of Investigation (FBI) National Academy Association, Member – Quantico, VA
- International Association of Chiefs of Police, Member – Alexandria, VA
- Police Executive Research Forum, Member – Washington, DC

Received various high-level department awards and commendations for managing critical incidents implementing strategic planning and full-scale preparedness exercises, execution, and evaluation that include, but are not limited to:

- Distinguished Service Cross
- Leadership Award (2)
- Superior Tactics and Response Award (2)
- Police Merit (2) and Department Service Award

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## CONFERENCES | ADDITIONAL INFORMATION

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Colorado Festivals and Events Association – Event Security – Conference Presenter, Blackhawk, CO (March, 2018)

U.S. Department of Housing and Urban Development – Policing in Neighborhood Revitalization: How to Strengthen Relationships and Problem-Solve with Police – National Choice Neighborhood Implementation Grantee Conference Presenter, Crystal City, VA (November, 2017)

National Association for Civilian Oversight of Law Enforcement Regional Meeting Series, Vulnerable Populations and Civilian Oversight, Juvenile Status Offenses and Disproportionate Minority Contact – Conference Presenter, Denver, CO (November, 2017)

Building Partnerships of Crime Reduction – Building Safer Communities with Byrne Criminal Justice Innovation (BCJI): How the Strategy Works – Conference Presenter, Washington, DC. (March, 2017)

Everyday Democracy National Convening – Changing the Narrative on Community-Police Relations – Panelist Baltimore, MD. (December, 2016)

Colorado Safe Schools Summit – “Building Positive Relationships Between Law Enforcement and Youth” – Conference Presenter, Thornton, CO (October, 2016)

American Anthropological Association – Collaborative Engagements in Policing: A Roundtable Discussion on Anthropology, Police, and Oversight, Denver, CO (November, 2015)

International Association of Chiefs of Police 122 Annual Conference – Keeping Kids in School and Out of the Court – Conference Presenter, Chicago, IL (October, 2015)