

SUMMARY

A dynamic and assertive Law Enforcement Officer with over 35 years of urban law enforcement 9 of which served in the capacity of a Commanding Officer with successive experience in managing investigations, law and order, security, public service, law enforcement training and police department activities. Profound knowledge in internal investigations, city council presentations, labor relations, public safety programs, emergency response, budget planning and public relations. Exceptional communicator with notable success in management of operations focused on lowered crime, force multiplying initiatives, and creating strong relationships within the community. Adept at diffusing potentially volatile situations with tact and diplomacy coupled with exceptional comprehension of complying with legal requirements. A proven leader highly capable of directing and leading police personnel in all aspects of law enforcement with distinguished achievement in strengthen productivity and overall quality of life within the community.

LAW ENFORCEMENT EXPERIENCE

Currently the Acting Chief of Police of the Bridgeport Police Department and responsible for the operation of the Department consistent with the directives of the Mayor. Participating in regional and city emergency operations working with local, state, and federal partners. Continually proven to create partnerships and build both trust and legitimacy with the community. Providing oversight and policy direction. Developing technology though proven Record Management Systems implementation. Working to develop training and education in an effort to meet accreditation standards.

CORE TALENTS

Leadership • Integrity • Team Building • Organizational/Personnel Management • Motivation • Employee Relations and Discipline • Training • Administrator • Bilingual • Approachable • Strong Budgetary Experience • Technology Savvy

EDUCATION

2018, FBI Law Enforcement Executive Development Seminar
2013, Sacred Heart University, Law Enforcement Leadership Command Institute – Certificate
1978, Sacred Heart University, American Banking Institute – Couse work in Finance
1976, Kolbe High School, Bridgeport, CT

PROFESSIONAL HISTORY

Police Chief

2016 – Present

Currently overseeing the Bridgeport Police Department located in the City of Bridgeport which is the largest city in Connecticut covering 16 square miles and is home to 151, 000 residents with a minority population of 54%. The Police department operates a 77.2 million dollar budget supported by 407 sworn officers and 81 civilian employees.

- Directly reporting to the Mayor of the City of Bridgeport; operated with general guidance from the Board of Police Commissioners.
- Focused on a number of priorities, including reducing violent crime and gun violence; fostering community engagement; police recruitment; training and integrity; and the use of technology to enhance efficiency and effectiveness with budget challenges.
- Managed operational issues and motivated officers and employees.
- Preside over the following operations, which are not limited to Records/Evidence, Personnel and Human Resources, Planning and Research/Crime Analysis, Education and Training, Facilities Management, Uniformed Services and Investigative Services, Public Information and Internal Affairs Investigations.
- Developing strategies and plans to ensure optimal performance in oversight of uniform patrols, investigations, traffic, community services, DARE, School Resource Officers and K-9 operations.
- Representing the City and Police Department and conferring with citizen groups and department officials to provide technical assistance, directly or through subordinate staff as well as preparing and administering the department's strategic plan, multi-year budget and annual budget.

Captain, Bridgeport Police Department, Commanding Officer Bridgeport Police Department Detective Bureau
2014 – 2016

- Supervising complex criminal investigations, which involve persons and property for 67 sworn police detectives; analyzing crime trends in the city and developing a core plan to reduce criminal offenses through partnerships and special law enforcement programs.
- Instituting accountability practices, increased and enhanced departmental resources for major investigations and streamlined processes resulting in successful part one case clearance rates of nearly one third over the previous years.
- Assigned as the department's Public Information Officer for routine and many critical incidents.
- Partnered with victim advocacy organizations to proactively respond to victims needs on an ongoing basis.
- Developed partnerships with local, state, and federal law enforcement personnel. State and US Attorney General's Offices to investigate multi-jurisdictional crimes.
- Collateral responsibilities relative to supervision, direction, and control encompassing the Youth Bureau, state and federal task force operations, and the Narcotics and Vice Division.

Captain, Bridgeport Police Department, Commanding Officer Bridgeport Police Department Narcotics and Vice Division
2009 – 2014

- Supervising multifaceted narcotics and vice investigations for a staff including supervisors, detectives, and officers.
- Directed the Tactical Narcotics Team as well as the Narcotics and Vice Unit.
- Providing awareness of new trends in drug trafficking, asset forfeiture, money laundering, and risk management.
- Overseeing tactical operations and planning coupled with executive decision-making.
- Working partnerships and human resources to conduct computer investigations, clandestine laboratory operations, trafficking of narcotics and person investigations.
- Established executive decision-making and considered the legal issues for management.

Commanding Officer (Lieutenant), Bridgeport Police Department, Sick and Injured Management/Professional Standards
2006 – 2009

- Interact with the public safety entities of other city, State and federal agencies. Officer in Charge of Planning and Inspections, Department Disciplinarian and Accreditation Officer. As a member of the command staff, respond as needed on a twenty-four hour/ seven day a week basis to events requiring administrative oversight. Conduct inspections of policy, Personnel and Equipment. Long term strategic planning for special projects and initiatives. Policy accreditation manager. Department Disciplinarian. Creation of Operational plans for major events impacting the City of Bridgeport and its Citizenry.

Commanding Officer (Lieutenant), Bridgeport Police Department, Animal Control

2005 – 2006

- Enforced Animal Control Ordinances throughout the City of Bridgeport including issuing warnings and citations.

Executive Officer (Sergeant/Lieutenant), Bridgeport Police Department, Office of the Chief of Police

2001 – 2005

- Assistant to the Chief of Police, providing oversight of the Department. During the Chief's absence assume responsibility for all operational issues. Routinely provide administrative support and counsel to the Chief and represent him to various other city departments and government agencies, as well as neighborhood communities. Regularly represent the Department when policy issues are discussed on issues of operational activities, homeland security, and community policing initiatives, discipline, litigation issues, budget, training, personnel issues, communications, special projects, community meetings and technology.
- Assisted in the vanguard transforming the department's response to violent crime and community relations.

Executive Officer, Bridgeport Police Department, Office of Internal Affairs

1994 - 2001

- Responsible for conducting, supervising and controlling investigations and documenting in appropriate reports Citizen Complaints and Internal Complaints of alleged misconduct made against any member of this Department. Maintained the integrity of the Barros Decree, Bridgeport Police Department Policies and Procedures, as well as the rules and regulations of civil service.
- Conducted numerous interviews of sworn personnel, civilian personnel, and citizens regarding current investigations.
- Evaluated background, and criminal history checks.
- Provided Internal Affairs Investigative Summary reports to the Chief of Police, Board of Police Commissioners, and the Mayor.
- Conducted multiple investigations regarding Citizen Complaints and Internal Complaints.
- Instituted a professional relationship with our citizens through community meetings.
- Worked closely with the citizens of Bridgeport, CT, City of Bridgeport City Attorney's Office, Local 1159 Union stewards, Bridgeport Police Members, and all concerned parties.
- Collateral duties as the Officer in Charge of the Mayors Executive Dignitary Protection Detail. Provided planning, security, and support.

Sergeant, Bridgeport Police Department, Patrol Division

1993 - 1994

- Supervise and coordinate the investigation of criminal cases, offering guidance and expertise to investigators, and ensuring that procedures are conducted in accordance with laws and regulations.
- Explain police operations to subordinates to assist them in performing their job duties.
- Inform personnel of changes in regulations and policies, implications of new or amended laws, and new techniques of police work.
- Prepare work schedules and assign duties to subordinates.
- Discipline staff for violation of department rules and regulations.
- Meet with civic, educational, and community groups to develop community programs and events, and to discuss law enforcement subjects.
- Direct release or transfer of prisoners.
- Inspect facilities, supplies, vehicles, and equipment to ensure conformance to standards.

Police Officer, Bridgeport Police Department, Community Services Division

1985 - 1993

- Managed public relations, and public safety response for a community of 150,000 residents, administered Officer Friendly Programs, DARE, Citizen Police Academies, and crime prevention and awareness programs.
- Facilitated the crime prevention program as the Bridgeport Police Department Crime Prevention Specialist. Provided a point of contact between the public, police department, City of Bridgeport, and civic groups. Worked closely with neighborhood watch groups and attended community meetings.
- Worked with community to co-produce public safety and collaborated on implementing solutions in line with best practices that produce significant results for the community.
- Instituted a multidisciplinary approach including the participation of the stakeholders in planning and responding to complex crisis.
- Engaged in youth /police positive interaction initiatives.

Police Officer, Bridgeport Police Department, Patrol Division

1983 - 1985

Evaluated situations, determined whether a crime had taken place, and made independent decisions as to what action was most appropriate. In doing so, simultaneously considered numerous factors, recognized patterns, and developed theories based on available information and evidence.

Provided communication with citizens and good judgment to streamline performance goals. Instituted investigations and surveillance's into crime in federally subsidized housing projects resulting in arrests and convictions.

- Provide for public safety by maintaining order, responding to emergencies, protecting people and property, enforcing motor vehicle and criminal laws, and promoting good community relations.
- Record facts to prepare reports that document incidents and activities.
- Identify, pursue, and arrest suspects and perpetrators of criminal acts.
- Review facts of incidents to determine if criminal act or statute violations were involved.
- Investigate traffic accidents and other accidents to determine causes and to determine if a crime has been committed.
- Testify in court to present evidence or act as witness in traffic and criminal cases.
- Community Police Officer assigned to Federally Subsidized Housing Projects.

MEMBERSHIPS/ACTIVITIES

- Bridgeport Police Hispanic Society
- Knights of Columbus
- Cuban Lyceum
- International Association of Chiefs of Police
- NYPD Operation Sentry
- Fairfield County Chiefs of Police Association
- Connecticut Police Chiefs Association

AWARDS

- Bridgeport Police Department Excellent Arrest
- Bridgeport Police Department Unit Citation
- Senate and Congressional Recognition and Citations

PROFESSIONAL DEVELOPMENT AND TRAINING

- Sacred Heart University, Law Enforcement Leadership Command Institute, 2013 Certificate
- FBI Law Enforcement Executive Development Seminar
- (HIDTA) High Intensity Drug Trafficking Area
- Internal Affairs Training – Connecticut State Police
- Fair and Impartial Policing (Instructor Course)

QUALIFICATIONS

Resourceful, accomplished, and dedicated law enforcement leader with 35 years of progressively responsible experience in policing and police management. Reputation for being fair, impartial, approachable and receiving a number of commendations for uncompromising devotion to customer service and community security while demonstrating a strong commitment to the philosophy of community policing, police officers and community partners together to jointly prioritize and tackle public safety issues that are most important to the community.

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