

EXPERIENCE**Assistant Chief, New Haven Police Department, New Haven, CT****Administration, Division of Finance, Record, Property/Evidence, Vehicle Fleet.....2017 – Present**

- Manage a near fifty-million-dollar operating budget.
- Responsible for all department purchases, inventory control, accounts payable, accounts receivable, and travel.
- Implemented a state of the art record-keeping and employee scheduling system.
- Directly oversee entry and promotional exams.
- Responsible for fleet purchase and police garage.
- Create standards for property and evidence storage and security and ensure compliance with same.
- Manage all facility construction projects.
- Oversee payroll department.

Assistant Chief, New Haven Police Department, New Haven, CT**Professional Standards, Division of Training and Education, Internal Affairs, Police Certifications..... 2015 - 2017**

- Managed and oversaw the Internal Affairs Bureau.
- Supervised the development of the research and implementation of the department's new General Orders/Rules of Conduct.
- Managed the New Haven Police Academy, which provides training, education, and certifications of police recruits and sworn officers.
- Ensured departmental compliance with the standards set by Police Officer Standards and Training Council.
- Directly oversaw the recruit schedule in satisfaction of the State of Connecticut mandates for police officer certification.
- Created Police Academy's "Community Early Exposure" program, which connects recruits and members of the community.
- Created the "Kids and Cops" mentoring program.
- Doubled the number of New Haven police officer certified instructors.
- Implemented a first of its kind CrossFit physical training model for both recruits and sworn officers.
- Saved approximately \$200k annually in compensatory time with the development of in-service/on-duty training plans.
- Developed scenario-based supervisor leadership training program for career development of police supervisors.
- Oversaw Police Explorer program, the Citizen's and Clergy Academy, and the Field Training and Evaluation Program.
- Supervised the department's 20/20 five-year strategic plan.
- Recruited the most diverse academy class in recent years to reflect the city of New Haven's diverse population.
- Expanded the NHPD's critical incident training to include every member of the department.
- Managed the department's weapon and ammunition armory.
- Developed and planned the construction of a state-of-the art indoor firing range.
- Developed an advanced shooting training and qualification program, including one-on-one instructions to all officers.
- Assisted Yale Child Study with the development of a national trainer curriculum for children exposed to violence.
- Updated antiquated police certification and training record system to an advanced electronic record keeping system.
- Led the organization of the department's Annual Retreat.
- Contributed to decisions related to the department's budget, grant applications, use of grants, and overtime.
- Selected as representative of the department for the New Haven Sanctuary City Working Group

Assistant Chief, New Haven Police Department, New Haven CT**Patrol Operations, Patrol Support, and Emergency Services Unit2012 - 2015**

- Managed the largest municipal patrol division in Connecticut.
- Supervised all patrol operations including officers, supervisors, and community policing district managers.
- Managed and oversaw Emergency Service Units, Special Weapons and Tactical Unit Hazardous Device Unit, Hostage Negotiation Team, Underwater Search and Evidence Response Team
- Supervised all staffing and deployment of the daily detail and all special events.
- Gained experience developing, writing, and implementing policies, procedures, and general orders.
- Attended and chaired weekly crime statistics meetings.
- Supervised major event planning, dignitary protection, disaster planning, crisis management, and mediarelations.
- Oversaw the implementation of the TELESTAFF scheduling system and supervised day-to-day operations of the system.
- Responsible for Motorcycle Unit, Patrol K-9s, Detail Room, Staff Scheduling System, Special Events, Extra Duty, Animal Shelter, and Accident Reconstruction Team.
- Organized detail for special events, including the St. Patrick's Day Parade, Freddie Fixer Parade, July 4th Fireworks, Labor Day Road Race, and large-scale concerts on the New Haven Green.

- Worked closely with the University of New Haven for the Supervisor Command College.
- Selected as New Haven Police Immigration Liaison.
- Contributed to decisions related to the department’s budget, grant applications, use of grants, and overtime.

Commanding Officer, New Haven Police Department, New Haven CT

Patrol Operations Commander, Lieutenant2011 - 2012

- Commanding officer of the largest municipal patrol division in Connecticut.
- Responsible for all patrol operations including officers, supervisors, and community policing district managers.
- Oversaw all staffing and deployment of detail day-to-day, as well as the detail needed for special events.
- Gained experience developing, writing, and implementing policies, procedures, and general orders.
- Attended and co-chaired weekly crime statistics meetings.
- Organized major event planning, dignitary protection, disaster planning, crisis management, and media relations.

Commanding Officer, New Haven Police Department, New Haven CT

Patrol Shift Commander, Lieutenant2010 - 2011

- Commanding officer in charge of the evening shift, which included the youngest and most inexperienced officers.
- Ensured appropriate deployment of officers throughout the city and timely dispatch of calls for service.
- Oversaw all major operations and calls for service during this shift.
- Communicated with upper command during major incidents.
- Supervised and maintained the integrity of crime scenes.
- Liaison to Yale Child Study and all external federal/state partners.

Commanding Officer, New Haven CT

District Commander for Fair Haven, Lieutenant and Sergeant2005 - 2010

- Directed departmental resources for the district, which consisted of a diverse population of over 17,000 residents.
- Accountable to, and regularly met with residents, government boards, community stakeholders, and the Chief of Police.
- Supervised three sergeants and over thirty-five officers.
- Led a team that implemented new efforts that were sustainable and maintained years later and responsible for the stabilization of major crime and the reduction of the homicide rate in the district from 9 to 0 in less than one year.
- Testified before Freedom of Information Commission and Liquor Control Commission on behalf of the City of New Haven.
- Contributed to decisions regarding district overtime expenditures.

Sergeant, New Haven Police Department, New Haven CT

Patrol Supervisor, Shift Commander 2000 – 2003

- Managed and was responsible for the deployment of the shift, including supervisors, officers, and civilian employees.
- Recipient of the Certificate of Meritorious Service.
- Instructor for the Yale Child Study Fellowship Program.

Police Officer, New Haven Police Department, New Haven CT

Patrol..... 1996 – 2000

- Appointed as Yale Child Study Fellow and team instructor.
- Assisted the academy with recruit training and practical skills.
- Acted in various temporary assignments within the Narcotics Unit, Juvenile Service Unit, Homicide Investigation and Sexual Assault Unit.
- Assigned to the Uniform and Awards Committees.
- Assumed role as school resource officer.

Correctional Officer

State of Connecticut Department of Correction..... 1992 – 1996

SPECIAL ASSIGNMENTS

- Special Victims Unit
- Narcotics Enforcement Unit
- Numerous "Plain Clothes" Assignments
- Background Investigator for New Haven Police Department Recruitment Classes
- Department Liaison to the Immigrant and Undocumented Community
- Member of Department's Award Committee
- Uniform Committee
- Prostitution Undercover Detail
- Conducted immigration and community presentation to Police Executive Research Forum members and to members of President Obama's administration (PERF Sponsored Event)
- Participated in the "Timezup" Program, a collaborative program with other New Haven agencies including the State's Attorneys' Office, Federal and State Probation, Parole, and the Correction Department.

EDUCATION

Albertus Magnus College, New Haven CT**Bachelor of Arts in Criminal Justice**..... 2016

Honors: Summa Cum Laude, GPA 3.95

Concentration(s): Minorities in Criminal Justice, Organizational and Management Concepts in Criminal Justice, Judicial Procedure, Philosophy in Corrections, Organizational Behavior

University of New Haven Command College for Police Executives, New Haven CT**Certificate of Completion** 2012

Police Management, Future Trends and Challenges in Policing

Greater New Haven Leadership Center, New Haven CT**Certificate of Completion** 2004

Identified and selected for program as a future leader of New Haven County; Honed networking and leadership skills with focus on the importance of inter-agency partnerships

PROFESSIONAL TRAINING

Senior Management Institute of Policing (SMIP)

- Police Executive Research Forum administered program targeting senior police executives
- Intensive training in latest management concepts and practices used in business and government
- Engagement in discussions related to the most challenging issues facing law enforcement executives

FBI Law Enforcement Executive Development Seminar (LEEDS)

- Two-week program designed for chief executive offices from nationwide mid-sized law enforcement agencies
- Collaborative training in areas of leadership, strategy planning, legal issues, labor relations, media relations, social issues, and police programs

Police Officer Standards and Training Council (POST)

- Middle Management Training
- Risk Management for Law Enforcement Leaders
- Enhanced Critical Incident Management Unified Command Course(College Station, Texas Engineering College)
- Critical Incident Management
- Ethical Decision Making and Performance for Executive Management
- Spanish for Law Enforcement Training
- Intelligence Gathering and Community Policing

New Haven Police Department (NHPD)

- Simulation Training for Warrant Entry
- TASER Certification and Training
- Diversity Training
- Media Relations

- Police Academy Basic Training

Police Executive Research Forum (PERF)

- Working with the Immigration Population

Juvenile Justice Advisory Committee (JJAC)

- Children, Youth & Police

National Latino Peace Officers Association (NLPOA)

- Bias and Hate Crimes (Puerto Rico)

Yale School of Medicine

- Yale Child Study Fellow
- Architect for Child Development, Community Policing National Curriculum

University of Florida

- School Resource Training

ADDITIONAL AWARDS AND ACTIVITIES

• President of New Haven Hispanic Officer Society.....	1997 - 2007
• Member of the National Latino Peace Officers Association	2000 - 2012
• Board Member New Haven Colonial Historical Society.....	2003 - 2005
• Mayors Homeless Taskforce.....	2003 - 2005
• Board Member ARTE-INC.....	2005 - Present
• Mayors Immigration Taskforce.....	2016 - Present
• Certificate of Commendation	1999
• Letter of Recognition	1999
• Certificate of Meritorious Service.....	2000
• Beverly Award for Leadership.....	1996
• Perfect Attendance	19 Years
• Letters of Appreciation	18 in File
• Hispanic Officers Society Achievement Award	2000 & 2008
• Flechas, Inc. Community Activist Award.....	2003
• Business Times New Haven Professional Achievement Award.....	2004
• Citation from State of Connecticut General Assembly.....	2004 & 2005
• Gumercindo Del Rio Award Community Involvement Award	2005
• Catholic Charities Certificate of Appreciation.....	2005
• Junta Recognition Award for Working with the Latino Community	2006
• New Haven Public School Alumni Legacy Award.....	2008
• Connecticut Puerto Rican State Parade Grand Marshall Recognition	2009
• Hill Regional High school Outstanding Community Service Award	2010
• The Mary Wade Home Outstanding Leadership Award.....	2010
• United States Senate Certificate of Recognition.....	2011
• City of New Haven Official Citation by Board of Aldermen	2011 & 2012
• New Soul Star of Jacob Outstanding Service Award.....	2012
• City of Hartford Official Citation	2013
• One Hundred Men of Color	2013
• High School in the Community Distinguished Alumni Award	2013
• Star of Jacob Christian Church 3 Kings Day Appreciation Award	2014
• CPR, AED and First Aid Certified.....	2016 - Present

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