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Citizenship: Citizen of the United States of America

Result-oriented Law Enforcement Executive, disaster management and incident management with 10 years management experience in managing financial, human and information resources. Unlike most career paths, I assumed increased levels of responsibilities by applying my strong analytical, business acumen and critical thinking skills to the most challenging emergency and turnaround situations. Effective in organizational development by streamlining processes and implementation of improved cost accounting, turnaround & crisis management, regulatory compliance & audits, operations & risk management.

Summary of Qualifications

Strong background in strategic planning, operations disaster and crisis management. Unique approach to results oriented solutions through broad-based experience and knowledge of public safety, policy development and executive management. Multi-level experience in various disciplinary functions. Universal approach to aligning incident and department tasks with overall vision and regulatory compliance. Supervising planning and successful management of budgets, human capital and technology. Extensive training and knowledge skills in training in Incident and Unified Command, Joint Operations Center, Emergency Operations Center management of cross functional team, disaster management and incident management systems from FEMA. My success and achievements are largely due to my decisive and confident decision-making and ability to quickly adapt to leverage technology, expertise and resources for results.

Leadership Skills

Proven effectiveness in applying focused leadership to achieve challenging objective. Proven success in leading tactical missions and crisis management. Effectively led and organized task groups of functional and program staff from the field and headquarters and assigned specific priorities to each group. Leadership skills include ability to lead and motivate cross functional teams, advanced management capabilities, results-oriented work style, taking on and accomplishing special projects within budget and deadlines. Throughout my career, I have demonstrated the ability to solve complex organizational problems with innovative solutions. My core competencies and success are rooted in my ability to manage and motivate people and teams for the successful delivery of emergency and planned collaborative efforts.

Communications

Experienced in developing and implementing communication strategies and civic engagement plans. I have successfully demonstrated excellent communication skills, reporting and information management for major campaigns and initiatives. My experience includes creating strategic partnerships throughout the civic infrastructure for the successful implementation of a comprehensive communication strategy. I have successfully utilized technology and strategic partners for the reporting and implementation of communication plans for reporting on recovery, management and event status. I have a proven ability to interact with media, a diverse group of staff, executive management, elected and appointed officials and regulatory agencies.

PROFESSIONAL WORK EXPERIENCE (30-years of Law Enforcement Experience)

August 8, 2011 to Present

Crescent City Consulting, LLC (New Orleans, Louisiana)

Established security consulting, LLC, to provide professional police/security services for video & film, personal security, environmental security assessment for businesses and property owners.

Accomplishments:

- Provide regular consultation to film industry executives on proper police procedure. Established protocols to provide law enforcement officials to the film and video industry. Established a secure and safe work environment for employees and the public, developing traffic plans acceptable to the city of New Orleans and film industry.

June 27, 2010 to July 22, 2011
(Retired in Good Standing)

Field Operations Deputy Superintendent

NEW ORLEANS POLICE DEPARTMENT: New Orleans, Louisiana

Responsible for supervising the day-to-day operations of approximately 85% of the department's workforce, inclusive of the Uniform Patrol Districts, Communications Division, Reserves Unit, and Special Events Section. Additionally, the management of the Field Operations Bureau's budget of \$55 million dollars, as well as managing multi-million dollar grants. Field Operations also supervises the maintenance of public records, program development, homeland security and emergency management operations.

Accomplishments:

- 10% decrease in overall crime, particularly in the areas of murder, armed robbery and assault. Property crimes declined in burglaries. Held District Commanders accountable for crime reductions.

- Mardi Gras 2010, saved the NOPD more than 1.9 million in overtime that resulted in the Homicide and District Investigative Units being funded for the rest of the year with available overtime.
- Reinstated the Bicycle Unit and purchased 25 mountain bikes with two officers certified as instructors. Bikes disseminated throughout the districts to expand community policing strategies.
- Created community policing plans to get officers out of cars and into neighborhoods to engage with the community, i.e., door to door surveys.
- Developed operation plans major events, i.e., Mardi Gras, Sugar Bowl, Bayou Classic, etc.

May 1, 2010 to
May 11, 2010

Interim Superintendent of Police

New Orleans Police Department, New Orleans, Louisiana

Appointed by City of New Orleans Mayor, Mitchell Landrieu during a national search for a permanent Superintendent of Police. Managed a major police department of more than 1900 employees with an operating budget of 119 million dollars.

Accomplishment:

- During a search for a permanent Superintendent of Police, maintained the operations and functions of the New Orleans Police Department while the protecting its citizens from crime and violence.

August 3, 2007 to
May 3, 2010

Assistant Superintendent, Commander of the Bureau of Investigations

NEW ORLEANS POLICE DEPARTMENT: New Orleans, Louisiana

Responsible for the administration and management of criminal investigations involving Homicides, Sex Crimes, Child Abuse, Missing Persons, Financial Crimes, District Attorney Investigators, Domestic Violence, Victim Assistance, Juvenile Offenders, Arsons and Auto Thefts.

Accomplishments:

- 70% Homicide Clearance Rate (national average was 62%)
- Multiple high profile murder cases supervised with successful resolutions, i.e., the murders of Officers Nicola Cotton and Thelious Dukes, quintuple murder involving 5, 7, 17, and 24 victims
- 85% Sexual Assault Clearance Rate
- Reinstated the Department's Victim's Assistance Program
- Outstanding working relationship with members of the District Attorney's Office and the United States Attorney's Office

December 5, 2005 to
August 3, 2007

Deputy Superintendent, Commander of the Public Integrity Bureau

NEW ORLEANS POLICE DEPARTMENT: New Orleans, Louisiana

Supervise investigations of allegations of administrative and/or criminal misconduct by police employees. Monitor the disciplinary process from the initial acceptance of the complaint through the Civil Service appeal process.

Accomplishments:

- Reinstated “Integrity Checks” on police employees, resulting in a number of employees being disciplined for violations of laws or policies
- Developed and fostered positive relationships with the United States Attorney’s Office and the FBI.
- Increased the number of agents assigned to conduct internal and criminal investigations
- A member of the Selection Committee to identify and hire the Independent Police Monitor
- Disciplined hundreds of employees who abandoned the NOPD following Hurricane Katrina.

November 2004 to
December 5, 2005

Commander of the Office of Public Affairs

Police Captain

NEW ORLEANS POLICE DEPARTMENT: New Orleans, Louisiana

The Department’s Official Spokesperson, writer for the Superintendent of Police, facilitator of information released to the public, Public Relations, Crimestoppers, Chaplaincy Services and liaison to the New Orleans Convention & Visitors Bureau.

Accomplishments:

- Rewrote Department policies and procedures related to Public Information and the Award’s Program
- Created Award Coordinator’s position and pay grade with Civil Service approval
- Created an Officer of the Month Award Program
- Outstanding relationship with local, state, national and international news agencies
- Organized, coordinated and interviewed with more than 250 news agencies following Hurricane Katrina, providing concise and update information on the status of the police department and city.

July 17, 2004 to
November 2004

Deputy Superintendent, Commander of Office of Policy & Planning

NEW ORLEANS POLICE DEPARTMENT: New Orleans, Louisiana

Duties include the management of five divisions:

Office of Policy & Planning manages *Research and Planning* which is responsible for writing and maintaining departmental policies and procedures. Additionally responsible for the development and planning of Operations Orders for major events such as Mardi Gras, the Super Bowl, Bayou Classic, Sugar Bowl, Jazz & Heritage Festival, and the French Quarter Festival.

CALEA (Commission on Accreditation for Law Enforcement Agencies) is responsible for maintaining the Department’s national accreditation status through compliance of national standards.

Victim/Witness Services Unit ensures state compliance by the Department under the Crime Victims Reparations Act, and serves as the facilitator to victims/witnesses by addressing their specific needs such as reparations, counseling, reimbursements, etc.

Recruitment & Applicant Investigations is charged with the responsibility of hiring qualified candidates for the NOPD, as well as to participate in job fairs and career days.

Office of Public Affairs serves as the liaison between the police department and the news media, as well as the release of information to the public, Public Relations, Crimestoppers and Chaplaincy Services.

July 3, 2002 to
July 17, 2004

Commander of the Office of Public Affairs
Police Captain

NEW ORLEANS POLICE DEPARTMENT: New Orleans, Louisiana

See above

May 2002 to
July 3, 2002

Commander of the Office of Public Affairs
Police Lieutenant

NEW ORLEANS POLICE DEPARTMENT: New Orleans, Louisiana

See above

August 2001 to
May 2002

Deputy Superintendent / Office of Policy & Planning

NEW ORLEANS POLICE DEPARTMENT: New Orleans, Louisiana

See above

October 1995 to
August 2001

Commander of the Office of Public Affairs
Police Lieutenant

NEW ORLEANS POLICE DEPARTMENT: New Orleans, Louisiana

See above

February 1991 to
October 1995

Assistant Commander of the Office of Public Affairs
Police Sergeant

NEW ORLEANS POLICE DEPARTMENT: New Orleans, Louisiana

See above

October 1984 to
February 1991

Detective, Child Abuse Section

NEW ORLEANS POLICE DEPARTMENT: New Orleans, Louisiana

Responsible for investigating the abuse and neglect of children under the age 18, the collection of pertinent evidence, and working with the District Attorney's Office for prosecution. Also, working with the Office of Community Services to provide social services to families in need.

July 1981 to
October 1984

Police Officer/ Third & Eighth Districts

NEW ORLEANS POLICE DEPARTMENT: New Orleans, Louisiana

Patrol duties and response to calls for service, affect arrests, preparation of reports, search and arrest warrants, consultation with the District Attorney's Office, and give testimony in court.

February 1981 to
July 1981

Recruit / Police Academy

NEW ORLEANS POLICE DEPARTMENT: New Orleans, Louisiana

Successfully completed all academic and physical training required by the State of Louisiana's *Police Officers Standard Training (P.O.S.T.)*.

June 1979 to
February 1981

Equipment Operator / Auto Pound

NEW ORLEANS POLICE DEPARTMENT: New Orleans, Louisiana

Responsible for towing illegally parked vehicles, the removal of immobile vehicles from accident scenes and the impounding of vehicles that are part of a criminal investigation.

ADDITIONAL EMPLOYMENT

January 2001 to
Present

Film and video Production Administrator

Liaison between the movie and production industry (Hollywood South) and the police department. Responsible for the provision of police security services, the supervision and scheduling of onsite security during the filming of movies, commercials and videos.

January 2001 to
2010

Faculty Instructor of Criminal Justice

SOUTHERN UNIVERSITY AT NEW ORLEANS: New Orleans, Louisiana

Advanced Courses: **CJ 600 Advance Police Administration**
CJ 625 Human Resource Management
CJ 601 Community Policing
CJ 500 Planning and Budgets

Courses: **CJ 425 Evidence & Criminal Investigation**
CJ 416 Criminal Justice Administrations

EDUCATION / TRAINING

2003

Police / Media course at the FBI Academy in Quantico, Virginia with media expert, James Vance, on methods for dealing with the news media through interview techniques and building positive relationships with the community.

2002 **Police Executive Research Forum's Senior Management Institute for Police at Boston University's Law School** (taught by faculty from Harvard's Kennedy School of Government and the Harvard Business School).

SMIP A rigorous three-week course of study for developing management theories and practices, strategic thinking, as well as innovative solutions to organizational problems.

August 1999 to December 2001 **Master of Arts in Criminal Justice**
SOUTHERN UNIVERSITY AT NEW ORLEANS: New Orleans, Louisiana

Relevant coursework: Police Administration & Management, Human Resource Management, Budget & Planning, Community Oriented Policing, and Empirical Research Studies. GPA: 3.8

1999 **FBI National Academy, 197th Session**
FEDERAL BUREAU OF INVESTIGATION NATIONAL ACADEMY: Quantico, Virginia

Relevant coursework accredited by the University of Virginia: Management Analysis and Legal Aspects, Graduate Studies in Leadership and Media Relations for Law Enforcement Executives.

August 1988 to April 1992 **Bachelor of Arts**
SOUTHERN UNIVERSITY AT NEW ORLEANS: New Orleans, Louisiana
Major: Criminal Justice Minor: Sociology
Honors: Graduated Cum Laude. GPA 3.5

SKILLS & EXPERIENCE

- March 1, 2011: U.S. Department of Justice /FBI "Top Secret" Clearance: Classified Information
- Certified National Incident Management System (NIM), levels 100, 200, 300, 700 & 800
- Since 1999, served as a Civil Service Assessor for police departments for their promotional exams in Columbus, Ohio; San Francisco, California; and Miami, Florida
- Certified as an Expert in state courts regarding child pornography
- Certified by the FBI National Academy as a Fitness Advisor
- 2006 to 2009, Security Coordinator and Supervisor for New Orleans Jazz & Heritage Festival

AFFILIATIONS

- 2011 to present, State Certified as a Deputy Chief for the New Orleans Constable, assigned as Chief of the Reserve Unit
- Current member of the FBI National Academy / Louisiana Chapter
- Current member Fraternal Order of Police
- National Organization of Black Law Enforcement Executives (NOBLE)
- National Information Officers Association
- Police Executive Research Forum (PERF)
- New Orleans Chapter of the NAACP

AWARDS

- 2010 recipient of Victims & Citizens Against Crime Award
- 2008 Distinguished Monte M. Lemann Civil Service Award (presented to individuals who have made contributions to the advancement of Louisiana's merit system of public service)
- First law enforcement officer to receive the 2002 highly coveted "Hats Off Award" for outstanding service to the New Orleans Metropolitan Convention and Visitors Bureau (December 6, 2002)
- Charles E. Dunbar, Jr., 2000 Career Service Award by the Louisiana Civil Service League
- Five Medals of Commendation & Achievement
- 2001 American Society of Industrial Security (ASIS) Award
- 1997 New Orleans Chapter of the Public Relations Society of America Award
- 1994 American Legion Award
- Six official Letters of Commendation for Outstanding Law Enforcement

CONTRIBUTIONS TO SUCCESS OF THE DEPARTMENT

- Serving on the Inspector General's National Search Committee (representing Superintendent Warren Riley) for the police department's Independent Police Monitor
- Partnered with the State of Louisiana's Attorney General Office to target Internet Child Pornography with covert operations resulting in the arrests of dozens of sexual predators
- Partnered with the New Orleans District Attorney's Office for immediate response to Homicide and Sex Crimes scenes for early intervention in criminal cases for successful prosecutions.
- Increased Homicide Solve Rate from 37% to National Average of 60%
- Re-energized the Department's Public Integrity Bureau to proactively identify problem officers (covert operations to conduct integrity checks)
- Reorganized the Victim's Assistance Unit and partnered with the New Orleans District Attorney's Office, the United States Attorney's Office, the Orleans Parish Sheriff's Office and the organization, Silence Is Violence to advocate for victim's rights and services
- Coordinated with the New Orleans Police & Justice Foundation and the FBI to sponsor Media Training with Media Expert James Vance for a three day seminar (September 10, 2003 through September 12, 2003), emphasizing police/media relations with Senior Command Staff
- Initiated the Department's successful "*Most Wanted*" program which has been responsible for the apprehension of 80% of wanted felons annually.
- Editor for the Department's Commemorative Millennium Yearbook, which was the first independent yearbook created by the NOPD since its inception in 1879.