

## Executive, City Government and Enterprise Security

**Builds coalitions across a multidisciplinary team to drive transformational change.**

Dynamic, highly proactive executive with expertise in strategic planning, policy design, and cultural change. Over 22 years of progressive experience in racially and economically diverse environments. Demonstrated ability to win support for modernization initiatives. Excel in community relations. Personable and engaging with communication skills needed to build consensus on critical initiatives.

## Areas of Expertise

- Financial Management
- Operations Planning
- Strategic Implementation
- Technology Implementation
- Short and Long-Term Planning
- Coaching & Mentoring
- Building Coalitions
- HR Best Practices
- Conflict Mediation

## Achievements

- Transformed Lake Dallas Police Department into 21st-century policing operation with strong community support.
- Rewrote 100% of general orders to integrate contemporary best practices.
- Planned and executed \$21M renovation of seven police sub-stations.

## Professional Experience

### **ASSET PROTECTION MANAGER, June 2021 – Present**

Carvana, Blue Mound, TX

Planned and executed a comprehensive Asset Protection and Environmental Health and Safety Program for a Fortune 500 company with 3.3B in annual revenues.

- Recruited, hired, and implemented training for a staff of 54, including Asset Protection Associates, Asset Protection Team Leads, and Asset Protection Technicians.
- Leveraged technology to produce results and improve efficiency.
- Improved relationships and built partnerships with both local and county government entities.
- Created processes and procedures and implemented best practices to guide development in a fast-paced company.

### **CHIEF OF POLICE, January 2017 - April 2021**

Lake Dallas Police Department, Lake Dallas, TX

Orchestrated cultural transformation through personal engagement with all levels of staff and city executives. Developed recruitment strategy to engage top-tier talent. Planned and managed \$2M operating budget and optimized resource allocation. Leveraged stakeholder relationships with city and community leaders to build support for law enforcement. Streamlined background check and onboarding process. Appointed to local, state, and federal boards and commissions of both elected and appointed officials. Promoted knowledge sharing both within department and with regional organizations. Utilized social media to grow awareness for city projects and programs.

- Replaced entire patrol fleet and incorporated cutting-edge technology to improve performance and safety.
- Transformed training program to include monthly training, in-service requirements, and instruction in fair and impartial policing, cultural diversity, procedural justice, and police legitimacy.
- Created reality-based training program for new and in-service officers.
- Recognized as regional leader in effective response to persons in crisis.
- Rewrote all general orders to reflect 170 contemporary best practices.
- Closed interlocal agreements with government agencies to enhance records management, dispatch efficiency, and mutual aid.
- Won city support for 36% increase in starting pay for entry level staff over five years to match market rate.

## **LIEUTENANT OF POLICE, August 2013 - January 2017**

Dallas Police Department, Dallas, TX

Directed 10-50 cross-functional direct reports in execution of facility management, learning & development, and law enforcement. Partnered with community stakeholders and elected officials to address and resolve community issues. Coordinated hiring of all civilian employees for Dallas Police Department. Built and led cohesive, high-performance teams and promoted positive work culture. Served on meritorious conduct board for Dallas Police Department. Cultivated relationships across city functions and departments.

- Initiated \$21M project to renovate seven police facilities.
- Streamlined hiring process and cleared two-year backlog within first ten months.
- Restructured recruiting unit to enhance efficiency and customer service.

## **SERGEANT OF POLICE, June 2008 - August 2013**

Dallas Police Department, Dallas, TX

Led enforcement, patrol, and surveillance teams in central and southeast patrol divisions. Served as administrative lead - prepared reports, developed documentation, and responded to community concerns. Investigated complaints against officers and ensured strict adherence to best practices. Served felony warrants and investigated drug complaints.

*Previous Experience, 1999 - 2008:*

**POLICE OFFICER - SENIOR CORPORAL**, Dallas Police Department, Dallas, TX

## **Education**

**Master of Science, Justice Administration and Leadership**, University of Texas at Dallas

**Bachelor of Science, Law Enforcement and Criminal Justice**, Metropolitan State University

## **Training & Development**

Caruth Police Institute Advanced Leadership Series & Supervisory Series

TCOLE Master Peace Officer & Instructor

Judicial Summit on Mental Health

## **Boards & Commissions**

Federal Law Enforcement Immigration Task Force

Denton County Crisis Prevention Coalition

Denton County Behavioral Health Leadership Team, Jail Diversion Workgroup

Children's Advocacy Center of Denton County, Executive Partner

Governor's Office Appointment to the Denton County Advisory Council for Child Sex Trafficking

Lake Dallas Independent School District Safety and Security Committee

Lake Dallas Animal Shelter Advisory Board Chairperson

Texas A&M Commerce Criminal Justice Competency Based Program Advisory Committee

Legacy Boxing Gym-Vice Chairperson

## **Memberships & Volunteer Experience**

International Association of Chiefs of Police

Texas Police Chiefs Association

Texas Municipal Police Association

Faculty instructor for the Caruth Police Institute

Lake Dallas Police Department Kids n' Cops program

Lake Cities Community Food Pantry - food drive

## **Awards**

Dallas Police Department Medal of Valor

Stemmons Corridor Business Association PRIDE Award

Shining Star Ethics Award  
Dallas Police Association Monthly Cop's Cop  
Law Enforcement Teaching Students  
Numerous Internal and External Commendations  
Lake Cities Lion's Club Boast Award  
Lake Dallas Police Department Meritorious Conduct Award

## **Speaking Engagements**

Procedural Justice and Police Legitimacy Instructor, Dallas Police Academy  
Law Enforcement Teaching Students, Dallas Police Department  
Guest lecturer at the University of Texas at Dallas  
Nationwide instructor for assessment center preparation, procedural justice, & crisis intervention, Next Generation Policing, LLC  
United Way of Denton County Annual Gala Speaker