

**Areas of Expertise**

<b>FBI National Academy Graduate</b> + <b>University Lecturer</b>	<b>Chief Law Enforcement Officer</b> + <b>Organizational Assessment</b>	<b>Collaborative Relationships</b> + <b>Multi Jurisdictional Teamwork</b>
<b>Exceptional Oral and Written Communication Skills</b>	<b>Crisis Management</b> + <b>Continuity of Operations</b>	<b>Narcotics Investigations</b> + <b>Risk Management</b>

**EMPLOYMENT – Mason City Police Department (Mason City, IA) 2016 – Present**

**Police Chief** – direct report to City Administrator 2016 – Present

- Executive Administration
  - Lead staff of 48 sworn officers and 6 support staff in serving 28,000 citizens in Mason City, Iowa
  - Oversight of patrol and investigation units responsible for enforcement of local, state, and federal law
  - Chair of North Central Iowa Narcotics Task Force, a nine county, regional drug task force and tactical operations unit
  - Agency Liaison – local, state, and federal agencies; consolidated dispatch; and drug task force
- Budget and Compliance Oversight
  - Manage annual operations budget of \$5.3 million
  - Manage capital improvement budget of up to \$616,000 annually
  - Complete grant application and provide principal grant management for \$66,000 in annual funding
- Organizational Assessment
  - Data-driven approach to identify future organizational needs, challenges, and structure
  - Review policy and procedures with ongoing development and implementation toward risk management
  - Overview of operational procedures and adoption of best practices approach to policing functions

**EMPLOYMENT – Iowa State University (Ames, IA) 2012 – Present**

**Lecturer** – direct report to Sociology Department Chair 2012 – Present

- Course Development
  - Adoption of course textbook and related material
  - Use BlackBoard as support software for online content and course management
  - Develop course objectives, syllabus, schedule, and assignments
- Teaching
  - Bring perspective of career professional to the classroom
  - Coordinate guest speakers who bring practitioner experience to students
  - 40 students/semester, fall and spring term each year

**EMPLOYMENT – Ames Police Department (Ames, IA) 1996 – 2016**

**Lieutenant** – direct report to Patrol Commander 2006 – 2016

- Shift Commander/Shift Administration
  - Responsible for oversight, management, training, evaluation, and discipline for assigned shift

- Safe Neighborhoods Team oversight in solving community problems and working with community stakeholders to develop long-term relationships
- Bringing Our Values to Life – developed training on city culture initiative that focused on core values for personnel in their daily work: honesty/integrity, teamwork, respect, positive attitude, and leadership
- Operational Command/Crisis Management
  - VEISHEA Incident Action Plan and Event Planning – pre-event planning for annual student celebration at Iowa State University and development of first IAP ever used at VEISHEA
  - Dignitary Visits – coordinate planning with local, state, and federal partners; provide local agency staff to assist with events; assist with contingency planning during events
  - In-progress events – major crimes/cases, suspicious devices, death investigations, civil disturbances
- Special Assignments
  - APD Policy Team – review of existing policy manual and ongoing policy development
  - Driving Training Program – coordinated annual driving training; StopStick purchase, deployment, implementation, and training
  - ISE Link Administrator – led research effort to collect feedback, identify vendors, write specifications, purchase, and implement scheduling software for agency with eventual adoption as payroll tool
  - Liquor License Management – ongoing monitoring and evaluation of licensed liquor establishments and compliance with local and state laws regarding alcoholic beverage service
  - Chemical Agents and Respiratory Protection – maintain department inventory, records, and training; complete annual qualitative fit testing and maintenance of department-issued air purifying respirators
  - Physical Fitness Program – coordinated biannual department physical fitness assessment program with Iowa State University kinesiology personnel
  - CAD/RMS/Mobile Implementation – part of APD implementation team that trained sworn officers in the use of new CAD, RMS, and mobile software as part of countywide software solution

**Sergeant** – direct report to Shift Lieutenant

2005 - 2006

- First-Line Supervision/Shift Operations
  - Responsible for shift patrol operations, reviewing reports, and daily staffing
  - Completed annual personnel evaluations and employee development
- Crisis Management
  - First responding supervisor to in-progress calls for service that required callback of additional specialized personnel, scene management, and interaction with local media
  - Regularly used unified command with fire department and other local law enforcement agencies in responding to emergency events
- Special Assignments
  - Emergency Response Team Marksman/Observer Team Leader
  - Sexual Assault Response Team Member
  - Management Representative in Collective Bargaining

**Drug Task Force Officer** – direct report to Detective Sergeant

2002 – 2005

- Multi Jurisdictional Team Investigations
  - Identify and prioritize suspects involved in trafficking in task force area of responsibility
  - Share information with neighboring task forces on overlapping investigations
  - Work cooperatively with local, state, and federal agencies on major drug investigations
- Standardization and Training
  - Development of procedures to improve safety in task force operations – controlled buys, execution of search warrants, and buy/busts events
  - Team training in tactical operations to promote safety and communications

**Police Officer** – direct report to Sergeant

1996 – 2002

- Worked assigned district and enforced state, local, and federal laws
- Worked in and with community on a wide variety of community policing programs
- Special Assignments
  - Speaker Bureau – Drug/Alcohol Use, Responsible Sexual Behavior
  - Sexual Assault Response Team Member
  - Emergency Response Team Member

- Citizen Police Academy Instructor
- Union Steward

**EMPLOYMENT – University of Northern Iowa (Cedar Falls, IA)**

**1995 – 1996**

**Patrol Officer** – direct report to Lieutenant

1995 – 1996

- Worked assigned beat and enforced state, local, and federal laws
- Responsibilities included parking enforcement, traffic management, and physical building security

**PROFESSIONAL CERTIFICATIONS**

2005-present NIMS/ICS – ICS 100, 300, 400, 700, 800, 907, L-480, 0-305, OSC  
 2004-present Clan Lab Certification, DEA/Midwest Counterdrug Training Center  
 2000-2004 Drug Recognition Expert (DRE), National Highway Traffic Safety Administration  
 1996-present Peace Officer, Iowa Law Enforcement Academy

**PROFESSIONAL MEMBERSHIPS**

2016-present International Association of Chiefs of Police  
 2016-present Iowa Police Chief Association  
 2016-present Iowa Police Officer Association  
 2014-present Police Executive Research Forum  
 2009-present FBI National Academy Associates  
 1996-present Iowa State Police Association

**VOLUNTEER SERVICE/COMMUNITY SERVICE**

2017-present Rhythm Church, community group leader  
 2016-present Cops Against Cancer, board member  
 2014-present Iowa Chapter FBI National Academy Associates, Chapter Officer  
 2014-2015 Cornerstone Church, connection group leader  
 2013-2015 Cornerstone Church, safety team member  
 2013-2015 Iowa State University Athletics, student athlete faculty mentor  
 2010-2014 Ames Police Benefit Association, Treasurer  
 2010-2012 Upward Football Coach  
 2011-present Iowa Incident Management Team, go-team member  
 2011 Upward Basketball Coach  
 2009 FBI NA 239 Challenge Coin Fundraiser – raised \$2,600 for Cops’ Kids  
 2008-2016 Ames Mid-Iowa Critical Incident Response Team, team member  
 2006-2007 City of Ames Return-to-Work Policy Team  
 2005-2010 City of Ames Health Insurance Advisory Team  
 2005 Iowa Association of Women Police, 2005 Conference Planning Committee  
 2002-2005 Ames Police Department, PPME Union Steward  
 2000 Iowa Department of Transportation Crash Form Steering Committee, ISPA representative  
 1998 Iowa Association of Women Police, 1998 Conference Planning Committee  
 1997-2002 Ames Police Benefit Association, President  
 1997 Iowa State Police Association, 1997 Conference Planning Chair

## **EDUCATION**

2014 – Senior Management Institute for Police, Police Executive Research Forum – Boston, MA  
2011 – Master of Public Administration, Iowa State University – Ames, IA  
2009 – FBI National Academy, 239<sup>th</sup> Session – Quantico, VA  
2000 – Bachelor of Liberal Studies, Iowa State University – Ames, IA  
1994 – Associate of Applied Arts, Hawkeye Community College – Waterloo, IA

## **AWARDS**

2008 – Iowa Department of Public Safety Sullivan Brothers Award of Valor  
2008 – Mutual Insurance Association of Iowa Public Service Award  
2008 – Ames Police Department – Award of Valor  
2004 – HIDTA Task Force Case Award – Des Moines DEA Office – Operation “Deuces Wild”  
2000 – Ames Police Department – Unit Citation Award  
2000 – Ames Police Department Citizen Police Academy – Favorite Instructor Award  
1997 – Ames Police Department – Letter of Commendation

## **SKILLS**

### **Computer**

PC  
Microsoft Word  
Microsoft Excel  
Microsoft Power Point  
Microsoft Outlook

### **Communication**

Skype  
FaceTime

### **Social Media**

Twitter  
Facebook  
LinkedIn

### **Databases**

NCIC  
LEIN