

Areas of Expertise

<p>Law Enforcement Research + Research Scholar</p>	<p>Tactical Operations + Law Enforcement Executive</p>	<p>Executive Leadership + Collaborative Relationships</p>
<p>Accreditation Management + Policy Implementation and Compliance</p>	<p>Critical Incident Management + Continuity of Operations</p>	<p>Exceptional Oral and Written Communication Skills</p>

EMPLOYMENT – Iowa State Patrol

1994 – Present

- **Executive Administration/Operational Command**

Captain

2013 – Present

Des Moines, IA

Area C Captain (2015 – Present)

- Administrator in charge of daily operations within 28 counties in northeast Iowa; including districts in Fort Dodge, Mason City, Cedar Falls and Oelwein. Executive oversight for statewide operations in collaboration with three other Area Commanders over Field Services
 - Command of four lieutenants, 12 sergeants, 70 troopers and four civilian employees, covering over 16,000 square miles and serving over 625,000 citizens in northeast Iowa
 - Administrator in charge of area-wide support services including three pilots and aircraft, a twelve person Tactical Response Team and a Crisis Negotiations Team
 - Administrator in charge of Iowa State Patrol personnel assigned to the Iowa State Fair, with oversight of two lieutenants, six sergeants and 96 troopers (2013 – 2016)
 - Conduct multiple internal affairs investigations; resulting in progressive discipline when applicable, up to and including termination of employment
 - Participated in over 20 internal and external law enforcement promotional assessments
 - Administrator in charge of the 2016 Transportation Team at the National Governor’s Association Meeting, consisting of 2 lieutenants, 5 sergeants and 55 troopers
 - Administrator in charge of dozens of POTUS, VPOTUS, FLOTUS and other dignitary protection details
 - Law Enforcement Advancing Data and Science (LEADS) Scholar
 - Primary research involving statewide officer involved shootings and post-traumatic stress within law enforcement
 - Operations Command in absence of the Operations Major

CALEA Accreditation Coordinator / Professional Standards Bureau (2014 – 2015)

- Administrator in charge of ongoing accreditation process regarding Commission on Accreditation for Law Enforcement Agencies (CALEA) for the Department of Public Safety
 - Administrator in charge of writing and reviewing policy, providing proof of policy compliance, justifications and compliance reporting
 - Administrator in charge of civilian and administrative complaints, as well as employee misconduct including; conduct interviews and interrogations, write investigative reports, provide courtroom testimony and provide recommendations to Division Directors, as well as the Commissioner of Public Safety
 - Administrator charged with the oversight of multiple annual reports regarding use of force, pursuits, biased based policing, asset forfeiture and professional standards activity

Assistant Operations Commander (2013 – 2014)

- Administrator assisting the Operations Major with daily statewide operations; including 13 patrol districts, which cover all 99 Iowa counties. Oversight of 18 lieutenants, 48 sergeants, 300 troopers and 20 civilian employees, as well as Support Services including nine pilots, four Tactical Response Teams, and four Crisis Negotiations Teams.
- Represent the State Patrol at events for public, community organizations, media, and other law enforcement functions including Regional State Patrol Commanders Meetings, CARE Conferences, and IACP Conferences
- State Patrol liaison to FBI's Joint Terrorism Task Force
- Represent the State Patrol in collaborative meetings with the Department of Transportation, Department of Natural Resources, United States Secret Service, Federal Bureau of Investigations and numerous other federal, state and local law enforcement agencies
- Administrative duties including, but not limited to; disciplinary review and recommendation, submission of State Patrol grant paperwork, Vehicle Accident Review Board, completion of annual reports, lead command level meetings and participate in promotional board process for the Division
- Administrator in charge of Iowa State Patrol personnel assigned to the Iowa State Fair, with oversight of two lieutenants, six sergeants and 96 troopers

Lieutenant

2008 - 2013

Ottumwa Office (2008 – 2010)

- Administrator in charge of daily operations within seven southeastern Iowa counties; including command of three sergeants, 14 troopers and one civilian employee
 - Oversight of patrol units responsible for proactive and reactive law enforcement services
 - Area Command in absence of the Area C Captain
 - Trained Evidence Custodian responsible for oversight, intake, security and destruction of property

Osceola Office (2010 – 2013)

- Administrator in charge of daily operations within 11 south-central Iowa counties; including command of four sergeants, 24 troopers and one civilian employee
 - Oversight of patrol units responsible for proactive and reactive law enforcement services
 - Area Command in absence of the Area C Captain
 - Trained Evidence Custodian responsible for oversight, intake, security and destruction of property

Statewide Tactical Coordinator / Weapons of Mass Destruction Response Team Coordinator (2008 – 2013)

- Oversight of WMD and tactical teams during large scale training exercises;
 - Vigilant Guard – Iowa National Guard / 71st Civil Support Team
 - National Guard Reaction Force Training (NGRF)
 - 71st Civil Support Team Annual Training (2007) – Dugway, UT
 - 71st Civil Support Team Annual Training (2010) – Dugway, UT
 - Dozens of Active Armed Encounter training sessions for DPS and partnering law enforcement agencies
 - Deployment Training for Iowa National Guard Members

1033 Program Coordinator (2008 – 2013)

- Administrator in charge of inventory, inspection and acquisition of military surplus equipment offered through the DRMO 1033 Program
- Administrative duties included submitting all required annual inspection forms to the Federal Government, including the tracking and photo documenting of all acquired weapons systems

Sergeant

2005 – 2008

Assistant District Commander / Des Moines

- Administrator charged with assisting with the daily district operations within six central Iowa counties, including the oversight of 25 troopers and two civilian staff members.

Assistant Tactical Team Leader / Weapons of Mass Destruction Response Team Leader

- Administrator charged with assisting with coordination and documentation of tactical training and operations within 21 south-central Iowa counties; including the planning and execution of 42 high risk tactical operations

- Administrator charged with the coordination, documentation and operation of Weapons of Mass Destruction Response Team and statewide operations
- Coordination and training with the 71st Civil Support Team, as well as other state entities including Homeland Security / Emergency Management and Hazardous Response Units

Trooper

1994 – 2005

- Trooper assigned to Marion County / District #14 in Ottumwa (1998 – 2005)
 - Trooper assigned to Story County / District #1 in Des Moines (1994 – 1998)
 - Trooper Assigned to the Area A Tactical Team and WMD Response Team (1998 – 2005)
 - During this tenure, participating in 160 tactical response missions
 - Cadre' staff for the 29th and 30th Department of Public Safety Basic Academies
- **Tactical Management / Training**
 - NIMS certified at ICS 100, 200, 300, and 400
 - 2011 – Tactical Team Leader Development Course – Combat Shooting and Tactics (CSAT)
 - 2008 – SWAT School – Midwest Counterdrug Training Center
 - 2007 – Advanced Chemical/Biological Level II Course – US Army, Dugway Proving Grounds, Utah
 - 2006 – Weapons of Mass Destruction / Advanced Tactical Operations – US Dept. of Homeland Security
 - 2006 – Patriot Maintenance Training – Wilcox Industries Corporation
 - 2006 – SWAT Supervision and Command – Davenport Police Department
 - 2006 – Advanced Post Interdiction Investigation – Midwest Counterdrug Training Center
 - 2006 – Rappel Master Certified – The Vertical Option
 - 2005 – Patriot Train-The-Trainer Training – Wilcox Industries Corporation
 - 2005 – Weapons of Mass Destruction / Tactical Commander Course – US Dept. of Homeland Security
 - 2004 – Weapons of Mass Destruction / Tactical Operations Course – Office of Domestic Preparedness
 - 2002 – Advanced Tactical Operations – Sioux City Regional Training Center
 - 2001 – Multijurisdictional Counterdrug Task Force Training
 - 2000 – Clandestine Laboratory Site Safety Certified – Iowa Division of Narcotics Enforcement
 - 1999 – Tactical Sniper/Observer – Iowa State Patrol
 - 1999 – Clandestine Laboratory Safety Certification – The Clandestine Laboratory Investigators Assoc.
 - Recertified by Iowa Division of Narcotics Enforcement; 2000 - 2012

PROFESSIONAL CERTIFICATIONS

1994 – Present: Certified Peace Officer, State of Iowa
 1996 – 2012: State of Iowa – Certified Firearms Instructor
 2000 – 2012: State of Iowa – Certified Rifle Instructor
 1998 – 2005: Smith and Wesson – Armorer Certification
 1995 – 2005: American Red Cross – CPR Instructor
 Desert Snow – Phases I – III

PROFESSIONAL MEMBERSHIPS

2017 – Present: Member, FBI National Academy Associates (FBINAA)
 2016 – Present: Member, International Association of Chiefs of Police (IACP)
 2016 – Present: Member, American Society of Evidence Based Policing
 2015 – Present: Member, Fraternal Order of Policing (FOP)
 2008 – Present: Member, American Association of State Troopers
 2005 – Present: Member, Iowa State Patrol Supervisors Association (2013 Board Member)
 1994 – 2005: Member, Iowa State Patrol Troopers Association

VOLUNTEER SERVICE/COMMUNITY SERVICE

2016 – Present: Board of Directors, Food Bank of Iowa, Des Moines, IA

- Non-profit providing food assistance to food-insecure citizens throughout Iowa
- Established a law enforcement fundraising effort “Arresting Hunger”, which has raised in excess of \$17,000 to combat food insecurity throughout Iowa

2012 – 2015: Law Enforcement Torch Run (LETR) Committee Member, Special Olympics Iowa (SOIA)

- Established the Iowa State Patrol Half-Marathon, which raised over \$17,000 for SOIA
- Participated in and led events that raised in excess of \$600,000 for SOIA

2011 – Present: Team Fox – Fundraiser for Parkinson’s disease research

- Raised over \$8000 by running a marathon and an ultra-marathon to fund Parkinson’s Disease research

EDUCATION

Master of Public Administration, Upper Iowa University – Fayette, IA

FBI National Academy, Session 269 – Quantico, VA

Bachelor of Arts, University of Northern Iowa – Cedar Falls, IA

Leadership in Police Organizations, International Association of Chiefs of Police

School of Staff and Command, Northwestern University – Evanston, IL

(Scheduled to attend) FBI National Academy, 269th Session, - Quantico, VA

AWARDS

2016: Governor’s Volunteer Award

2015: Department of Public Safety Commissioner’s Commendation

2014: Governor’s Volunteer Award

2010: Appreciation Award from the Special Olympics

2005: Department of Public Safety Employee of the Month (January)

2005: Department of Public Safety Commissioners Certificate of Appreciation

2003: Chiefs Commendation for OWI and Narcotics Enforcement

2002: MADD Certificate of Appreciation for OWI Enforcement