

Experience

Chief of Police

September, 2015 – Present Antioch, Illinois Police Department

Interim Chief of Police

December, 2013 – July, 2014 St. Charles, Illinois Police Department

- Authored and implemented Massage Business Licensing ordinance in response to illegal activity at massage establishments.
- Achieved Gold Standard reaccreditation through The Commission on Accreditation for Law Enforcement Agencies.
- Authored and implemented new liquor code/ordinance. Worked together with business owners to address downtown bar issues and implement mutually beneficial solutions.
- Initiated new retail tobacco licensing ordinance, to include local due process for license violations.
- Created and implemented new assessment and evaluation process for sworn personnel.
- Participated in process for new zoning ordinance for medical marijuana dispensaries.
- Implemented Narcan Administration Program.
- Served on TriCom Central Dispatch Board of Directors.
- Served on North Central Narcotics Task Force Board of Directors.

Deputy Chief of Administration

January, 2013 – Present St. Charles, Illinois Police Department

- Identified by Wonderlic as one of the “Top 10 Most Engaging Leaders” in national Leadership Invitational.
- In charge of Police Records; Training Unit; Community Restitution Program.
- In charge of Traffic and Special Events. Provide oversight and direction for

42-plus Special Events per year.

- In charge of Financial Analyst. Provide oversight, direction, preparation and administration of 10-million dollar annual budget.
- Work closely with City Attorney, Mayor and Liquor Commission in the administration of the liquor, massage business and tobacco licensing process and enforcement.
- Implemented new Intern Program with an emphasis on recruitment of quality law enforcement candidates.
- Implemented electronic inventory control system for asset management.
- Revamped Field Training Program; implemented Solo Patrol Assessment Panel to ensure probationary officers are deployment ready; implemented Probationary Assessment panel to ensure officer is competent to be released from probation.
- Worked with City Information Systems to create technological solutions to enhance operational and tactical efficiencies (e.g. Digital Roll Call, Active Incident Management System; electronic tactical plans for schools and other critical locations; portable electronic command center through tablet technology).
- Responsible for mandated technological upgrades to current systems.
- In process of coordinating construction of a storage building at Public Safety Training Facility through grant funding from the State of Illinois Department of Commerce and Economic Opportunity.

Deputy Chief of Operations

October, 2009 – December, 2012 St. Charles, Illinois Police Department

- Responsible for Patrol and Investigations Divisions, Internal Affairs.
- Assisted with employment, retention, discipline and termination decisions.
- Implemented standards of quantifiable productivity criteria and accountability for officers and sergeants.
- Implemented quarterly audits for traffic citations, in accordance with Generally Accepted Accounting Principles.
- Prepare and implement Department business plan.
- Participate in labor management meetings, resolve union issues. Repaired damaged relationships after tenuous organized labor process with sergeants.
- Manage and maintain operational readiness at all levels.
- Employ strong leadership skills to effectively and efficiently organize,

direct, coordinate and supervise Department personnel and equipment.

- Cross-functional knowledge in the areas of Finance and Human Resources as it relates to Department resources.

Sergeant in Charge of Investigations

2000 - 2009 St. Charles, Illinois Police Department

- Supervision of Investigations, School Resource Officer program, Crime Prevention, Evidence Unit, Intelligence Unit.
- Implemented and coordinated tobacco compliance checks through State grant funding.
- Responsible for screening and selection of Investigations personnel, decisions for retention or transfer.
- First successful Drug Induced Homicide investigation and prosecution in Kane County.
- Multiple homicide and other high profile investigations.
- Numerous medals and letters of achievement.

Patrol Officer/Detective

1993 - 2000 St. Charles, Illinois Police Department

- Developed and implemented community policing initiative, Operation Apartment Watch. Coordinated and facilitated discussion groups with apartment managers, working together to reduce crime and calls for service by 41% in 17 months.
- Field Training Officer.
- Gang Unit officer.
- Impact and less-lethal weapons instructor.

United States Marine Corps

1988-1993

- Lead Aviation Mechanic, C130 aircraft.
- Supervised Auxiliary Security Force for Naval Air Station Glenview.
- Infantry – Recognized for exceptional performance in extreme conditions during combat exercises in Norway.
- Veteran of Desert Shield/Desert Storm.
- Numerous medals and letters of achievement.

Education / Certifications

- Enrolled in Masters of Science in Criminal Justice Administration program, Columbia Southern University, 2014 – present (anticipated completion in 2016).
- Bachelors of Science in Criminal Justice Administration (Summa Cum Laude), Columbia Southern University, 2012.
- Graduate of Northwestern University School of Police Staff and Command.
- Graduate of Northwestern University Supervision of Police Personnel.
- Northwestern University Award of Achievement in Criminal Investigations Management.
- DEA certification in undercover narcotics investigations.
- Juvenile Officer.
- Hostage Negotiator.
- Master Control Tactics Instructor.

Associations

- Advisory Committee Board Officer (Secretary) for Kane County Arson Task Force (2014 – Present).
- Midwest Gang Investigators Association (1995-2009).
- Fox Valley Investigators Association (1999 – 2009).
- Kane County Chiefs of Police Association (2009 – Present).
- Illinois Chiefs of Police Association (2009 – Present).
- International Association of Chiefs of Police (2009 – Present).
- Volunteer for Pride of the Fox Music Committee (2009 – Present).
- Advisory Committee for Sexual Assault and Domestic Violence, Elgin Community Crisis Center.