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Summary

Experience:

29+ Years of experience in policing

Computer Information Systems

Computer Aided Dispatch and Records Management Systems

Crash Reconstruction

Forensic Mapping

Policy Development & Implementation

Instructor

Goals:

To become a senior level police administrator.

To become an educator in the field of policing, leadership, and public policy.

Specialties:

Leadership

Police Patrol Function

Computer Information Systems

All Phases of Policy Development, Implementation, and Analysis

Automobile Crash Reconstruction

Special Weapons and Tactics

Firearms

Experience



Captain - Office of Community Outreach & Information Technology Manager

Cranston Police Department

Jan 2020 - Present (1 year 5 months +)

Office of Community Outreach:

Develop and maintain relationships with and throughout the community.

Supervise the School Resource Officers.

Manage the Police Explorer Program.

Project manager for the Body Worn Camera Evaluation Program.

Information Technology Manager:

Responsible for the maintenance, purchase, and deployment of technological and information resources including:

Hardware and software installation and upgrades

Implementation and programming of computer networks and software

Development of private intranet and public Internet sites
Personnel equipment requirements
Digital security
Planning & Research for future needs and developments



Director of Criminal Justice

Roger Williams University - University College (UC)

Nov 2016 - Present (4 years 7 months +)

1. Program Coordination:

Schedule Criminal Justice courses to accommodate student needs;
Hire qualified adjunct faculty in collaboration with the Dean of the School of Continuing Studies to maintain the high academic ideals of the University;
Identify areas for improvement within the concentration to ensure that the course outcomes stay current with industry skills, knowledge, and competencies;
Coordinate assessment activities of courses and concentrations offered by the program;
Prepare for submission to the dean, descriptions of concentrations and courses and other program related copy for RWU publications such as catalogs and promotional materials.

2. Recruitment:

Coordinate open houses/information evenings to promote Criminal Justice programs to prospective students in the local area;
Establish and maintain relationships/transfer agreements with community colleges that offer associate programs in Criminal Justice on a nationwide basis;
Assist with the development of publications to promote Criminal Justice programs.

3. Advisement:

Actively promote and practice the inclusive advisement process adopted by the School of Continuing Studies;
Provide training and oversight to Criminal Justice part-time and full-time advisors in the academic areas of course transferability, course sequencing, course substitutions, and major requirements;
Provide advisement, both academic and support service, for students enrolled in Criminal Justice program



Project Manager

Rhode Island Police Chiefs' Association

Apr 2017 - Present (4 years 2 months +)

The Project Manager will perform the following services to include but not limited to:

- a) Coordinate the vendor selection phase, including but not limited to analyzing proposals, arranging for system demonstrations, facilitating reference checks, scheduling and attending site visits and guiding the selection of the finalist vendor.
- b) Participate in contract negotiations with the selected vendor, RIPCA and ensure participation and review by appropriate subject matter experts.
- c) Develop, in conjunction with RIPCA and the Participating Agencies and the selected vendor's project manager, a Master Implementation Plan based on the contracted responsibilities of the selected vendor(s), estimated timelines, and other aspects of the contract.



Adjunct Faculty

Roger Williams University

Aug 2012 - Present (8 years 10 months +)

Adjunct Faculty for the School of Justice Studies program:

CJS 469

SEC 469

CJS 518



Lecturer

Roger Williams University

Mar 2012 - Present (9 years 3 months +)

Justice System Research and Training Institute

Teaching Police Department Initiative



Faculty

University of Phoenix

May 2011 - Present (10 years 1 month +)

Faculty - Criminal Justice

CJA 355 - Grant Writing

CJA 385 - Criminal Justice Policy Analysis & Program Evaluation

CJA 463 - Criminal Justice Policy Analysis

CJA/475 - Forecasting and Strategic Planning

AJS/594 - Program Development and Evaluation



Lieutenant - Information Systems Manager (May 2016)

Cranston Police Department

May 2016 - Jan 2020 (3 years 9 months)

Responsible for the maintenance, purchase, and deployment of technological and information resources including:

Hardware and software installation and upgrades

Implementation and programming of computer networks and software

Development of private intranet and public Internet sites

Personnel equipment requirements

Digital security

Planning & Research for future needs and developments



Community Outreach Captain (Temporary)

Cranston Police Department

Nov 2018 - Jan 2019 (3 months)

Develop and maintain relationships with and throughout the community.

Supervise the School Resource Officers.

Manage the Police Explorer Program.

Project manager for the Body Worn Camera Evaluation Program.

Each Captain will be responsible for such duties and activities necessary to carry out the specific mission of each Division in such a way as to maximize Departmental services to the public. A Captain

will have such authority to act and direct his division in all matters in compliance with applicable laws, ordinances, Departmental rules and regulations and orders of the Chief of Police.

It is the duty and responsibility of a Captain to:

1. Maintain discipline within the specific Division and the Department as a whole. Report infractions of Departmental rules and regulations to improve conduct of officers within the Division through a policy of progressive discipline.
2. Provide regular reports to the major on those matters that affect the particular Division so that proper and effective administration of the Department is maintained. Prepare reports and correspondence to assist in the efficient management of the Department.
3. Promote cooperation between Divisions.
4. Provide for the investigation of personnel complaints against any member of the Department.
5. Plan, organize and assign duties within the Division to ensure proper performance of those duties assigned to the Division.
6. Provide periodic evaluations of those officers under the direct supervision of the Captain.
7. Ensure that attendance records are maintained for those officers within the Division.
8. Assist in the administration of the Department as directed by the Chief or Major.
9. Make such recommendations to improve the efficiency or effectiveness of their Division or the Department.
10. Represent the Department at such meetings, functions, affairs and hearings as directed by the Chief or Major.
11. Ensure that all orders and directives of the Chief are carried out in an appropriate manner.



Detective Lieutenant

Cranston Police Department

Nov 2015 - May 2016 (7 months)

Criminal Investigations Unit

The Criminal Investigations Unit is responsible for the follow-up investigation of all felony and misdemeanor cases, incidents requiring follow-up and criminal intelligence collection. The Criminal Investigations Unit is staffed by twelve detectives, and two sergeants whom report to the Detective Lieutenant.

Special Victims Unit

The Special Victims Unit is responsible for all investigations dealing with sexual assaults, crimes by or against juveniles, vandalisms and any other incidents in which the Family Court has jurisdiction. The S.V.U. is also tasked with sexual offender notification, address verification, and tracking. The Special Victims Unit is staffed by three Detectives, one family Court Liaison Officer, one civilian Law Enforcement Advocate, and a sergeant whom report to the Detective Lieutenant.

Bureau of Criminal Identification

Bureau of Criminal Identification Unit is responsible for processing crime scenes, documenting and preservation of evidence, classification of finger prints, maintenance of criminal records, background checks, and expungement of criminal arrest records. B.C.I. is staffed by three Detectives and one Sergeant whom report to the Detective Lieutenant.

Prosecution Unit

The Prosecution Unit is responsible for the preparation of cases for criminal prosecution in District or Supreme Court, generating subpoenas, assisting in the preparation of felony screening packages, maintaining warrant and protective order records as well as prisoner transportation. The Prosecution Unit is staffed by two Inspectors and two civilian clerks whom report to the Detective Lieutenant.



Patrol Lieutenant

Cranston Police Department

Jul 2015 - Nov 2015 (5 months)

Supervise and train officers and first-line supervisors assigned to my command.

Be thoroughly familiar with department rules, policies, regulations, procedures and developments in the law that affects the department and the officers in my command.

Review officers and first-line supervisors under my command on a regular basis to ensure that they are properly, effectively and consistently performing their duties.

Enforce discipline and standards.

Implement orders received from the chain of command.

Accountability for the actions and omissions of subordinates.

Respond to emergencies, incidents or dispatches as required.

Ensure that officers and first-line supervisors under my command complete all reports in a timely manner.

Conduct roll calls in order to make assignments and brief officers as to any information pertinent to effectively carrying out their duties.

Ensure that all equipment entrusted to the care of officers under their supervision is properly maintained and used in a manner that prevents loss or damage.



Acting Captain

Cranston Police Department

Mar 2015 - Jul 2015 (5 months)

Commander of the Inspectional Services Division

Responsible for Leading and Supervising personnel assigned to my command including:

Records Division

NIBRS Compliance Unit

Finance

Office of Accreditation

Responsible for the Management and Maintenance of the following systems:

National and State Accreditation

Records Management

Departmental Personnel Files

Employee Injury Claims

Budgetary Expenditures and Revenue Tracking

Student Internship Program



Accreditation Manager

Cranston Police Department

Apr 2014 - Mar 2015 (1 year)

Responsible for the development, implementation, and review of departmental policy and procedure.

Responsible for the creation and maintenance of accreditation standard records for the Commission on Accreditation for Law Enforcement Agencies (CALEA).

The Inspectional Services Division is responsible for the department's accreditation process and maintaining its good standing; manages the operations of the police department's facility; and maintains the department's policy database. The inspectional process is an essential mechanism for evaluating the quality of the agency's operations; ensuring that the agency's goals and objectives are being pursued; identifying the need for additional resources and efficiency; and ensuring that control is maintained throughout the agency.

Inspections include: evaluation of facilities, vehicles, equipment, records, personnel, operating and capital budgets, investigative procedures, crime reporting practices, training needs, patrol operations, and overall effectiveness and efficiency of the organization. The inspectional process compares the agency's formal expectations with actual performance. Inspections, conducted with clear objectives and a positive approach provide a means of communication within the agency, not only "downward" but also "upward". The inspections process at both line and staff levels provide the Chief of Police and other managers and supervisors with a means of regularly assessing this agency's efficiency and effectiveness as well as provide information necessary to plan for revision.



Detective Sergeant Special Victims Unit

Cranston Police Department

Aug 2013 - Apr 2014 (9 months)

The Special Victims Unit (SVU) is responsible for the investigation of all offenses that involve domestic violence, sexual offences, juvenile offenders or victims, vandalisms, family court prosecutions, and the maintenance of the sexual offender registry. In order to meet this mission, the SVU is comprised of four detectives, a civilian domestic violence advocate/law enforcement liaison, and is supervised by a detective sergeant.



Traffic Unit Supervisor - Sergeant

Cranston Police Department

Aug 2011 - Aug 2013 (2 years 1 month)

Lead and train officers assigned to the traffic unit in:

The investigation and reconstruction of accidents involving a fatality, serious bodily injury, city owned vehicles, and excessive property damage.

Child safety seat installation and inspection.

Traffic enforcement.

Deploy enforcement resources effectively utilizing intelligence based models, like DDACTS.



Patrol Supervisor (Sergeant)

Cranston Police Department

Jan 2008 - Aug 2011 (3 years 8 months)

Supervise and train officers assigned to my command.

Be thoroughly familiar with department rules, policies, regulations, procedures and developments in the law that affects the department and the officers in my command.

Review officers under my command on a regular basis to ensure that they are properly, effectively and consistently performing their duties.

Enforce discipline and standards.

Implement orders received from the chain of command.

Accountability for the actions and omissions of subordinates.

Respond to emergencies, incidents or dispatches as required.
Ensure that officers under my command complete all reports in a timely manner.
Conduct roll calls in order to make assignments and brief officers as to any information pertinent to effectively carrying out their duties.
Ensure that all equipment entrusted to the care of officers under their supervision is properly maintained and used in a manner that prevents loss or damage.
Design and maintain the department website using Dreamweaver.



Accreditation Officer

Cranston Police Department

Jan 2005 - Dec 2007 (3 years)

Responsible for the authoring grant applications and for successfully obtaining \$391,000 in grant funding (Commercial Equipment Direct Assistance Program, Byrne Justice Assistance Grant, Department of Transportation.)

Co-created the first departmental policy and procedure manual ever published.

Responsible for the development, implementation, and review of departmental policy and procedure.

Responsible for the creation and maintenance of accreditation standard records for the Commission on Accreditation for Law Enforcement Agencies (CALEA).

Responsible for the creation and maintenance of the first official Cranston Police Department website.

Child safety seat installation and inspection.

Auxiliary traffic crash reconstructionist.

Forensic mapping specialist for major crime scenes and traffic crashes.



Traffic Crash Investigator

Cranston Police Department

Jan 2000 - Dec 2004 (5 years)

Responsible for the investigation and reconstruction of accidents involving a fatality, serious bodily injury, city owned vehicles, and excessive property damage.

Child safety seat installation and inspection.

Traffic enforcement.



Patrol Officer

Cranston Police Department

Dec 1998 - Jan 2000 (1 year 2 months)

Response to emergency and non-emergency service calls.

Traffic enforcement

Special Reaction Team - Entry Team Member



Radio Dispatcher

Cranston Police Department

Jul 1997 - Dec 1998 (1 year 6 months)

Receive and prioritize emergency and non-emergency calls for service.

Document shift activity for on-duty police officers.



Safety & Security Officer

Johnson & Wales University

Jan 1997 - Jul 1997 (7 months)

Ensure the safety of faculty, staff and students.

Protect University property from theft and damage.



Squad Leader - Sergeant

US Army

Jan 1995 - Mar 1997 (2 years 3 months)

Train and supervise nine soldiers.

Supervise garrison Military Police activities.

Supervise combat Military Police activities



Team Leader - Corporal

US Army

Jan 1993 - Jan 1995 (2 years 1 month)

Train and supervise two soldiers.

Supervise garrison Military Police activities.

Supervise combat Military Police activities.



Military Police

US Army

Mar 1992 - Jan 1993 (11 months)

Private (E-1) through Specialist (E-4)

Garrison Military Police duties.

PROFESSIONAL TRAINING

Education



Northeastern University

LP.D., Doctor of Law & Policy

2008 - 2010

Doctoral Thesis Title: COMPSTAT: Crunching Numbers and
Bending Truths in the Anytown Police Department



Roger Williams University

MS, Criminal Justice

2006 - 2008



Roger Williams University

BS, Criminal Justice

2002 - 2006



Cranston High School East

Diploma, College/University Preparatory and Advanced High School/Secondary
Diploma Program
1987 - 1990



Federal Bureau of Investigation Pistol Instructor Course

Certificate, Pistol Instructor
2010 - 2010



Roger Williams University

Certificate, Command Training Series - Executive Development Course
2010 - 2010



Roger Williams University

Certificate, Command Training Series - Mid-Level Manager Course
2010 - 2010



Roger Williams University

Certificate, Command Training Series - First Line Supervisor School
2008 - 2008



National Highway Traffic Safety Administration

Certificate, Drug Evaluation & Classification Course
2005 - 2005



National Highway Traffic Safety Administration

Certificate, Preliminary Training in Drug Evaluation & Classification Course
2005 - 2005



University of Rhode Island

Certificate, Advanced Level III Accident Reconstruction
2005 - 2005



MJC & Associates, Inc.

Certificate, Forensic Mapping Specialist
2003 - 2003



Rhode Island Tactical Officers Association

Certificate, Advanced SWAT School
2003 - 2003



University of Rhode Island

Certificate, Advanced Level II Accident Reconstruction
2003 - 2003



Cranston Police Department

Certificate, Flash/Sound Diversionary Device Certification
2002 - 2002



National Highway Traffic Safety Administration

Certificate, Traffic Occupant Protection Strategies
2002 - 2002



National Highway Traffic and Safety Administration

Certificate, Child Passenger Safety Certification
2002 - 2002



Rhode Island Department of Corrections

Certificate, End User Certification for Chemical Munitions
2002 - 2002



University of Rhode Island

Certificate, Basic at Scene Traffic Investigation
2002 - 2002



Cranston Police Department

Certificate, Special Weapons & Tactical Operations School
2000 - 2000



National Tactical Officers Association

Certificate, Legal & Tactical Aspects of Resolution to "Active Shooter" Incidents
2000 - 2000



Rhode Island Department of Health

Certificate, Driving While Impaired Detection & Standardized Field Sobriety Testing
Course
1999 - 1999



Rhode Island Emergency Management Agency

Certificate, Recognition & Identification of Hazardous Materials
1999 - 1999



Rhode Island Municipal Police Training Academy

Certificate, Police Academy
1999 - 1999



Cranston Police Department

Certificate, Police Academy
1998 - 1998



7th United States Army

Certificate, Noncommissioned Officer Academy
1996 - 1996



Armament & Chemical Acquisition & Logistics Activity

Certificate, MK19 Mod3 40mm Grenade Machine Gun
1996 - 1996



Department of the Army

Certificates, Special Certifications
1992 - 1996



United States Army

Certificates, Special Certifications Continued
1992 - 1996



United States Army Military Police School

Certificate, Military Police Investigator School
1993 - 1993



Department of the Army

Certificate, Basic Training
1992 - 1992



United States Army Military Police School

Certificate, Basic Military Police Course
1992 - 1992



Northeastern University

Doctor of Law and Policy - LP.D., Law and Policy
2008 - 2010



Southern New Hampshire University

Bachelor of Science - BS, Cybersecurity

2021 - 2023

Licenses & Certifications



Traffic Crash Reconstruction - University of Rhode Island

Skills

Firearms • Leadership • Analysis • Criminal Justice • SWAT • Enforcement • Police • Criminal Investigations • Private Investigations • Criminal Law