

PROFILE

Qualified Law Enforcement Professional with 40 years experience in positions of increasing responsibility in public service and highly diverse urban environment, providing team based and community focused leadership with broad managerial, supervisory and practical experience. Previously served as Chief of Police, Capitola Police Department; Assistant Director, California Department of Corrections (CDC), Office of Investigative Services; and as Commander, Crime Prevention and Community Services Divisions, Oakland Police Department.

Recognized for:

- Employee Relations – Morale Building
- Problem Solving Skills
- Solid Leadership
- Strong Communication Skills
- Public Relations Acumen
- Collaborative, Multifaceted Problem Solving
- Social/Professional/Community Affiliations
- Technical Proficiency
- Innovative Program Design
- High Performance Standards
- Decisiveness
- Strong Investigative Background

SUMMARY OF QUALIFICATIONS

Leadership / Management

- **Effective Communicator.** Designs and administers guidelines and procedures to maintain strong bilateral communications. Works well with persons at all levels of operations of diverse socio-economic and cultural backgrounds toward improving communications, productivity and morale.
- **Specialist in addressing complex public safety issues.** Able to quickly identify problem areas, organize and direct multi-agency response and develop collaborative solutions.
- **Expertise in special events and critical incident management to include:** Developed Capitola special event permit and on-line application process (Art & Wine Festival, Begonia Festival, Wharf-to-Wharf Race, Twilight Concert Series, etc.), Oakland Festival at the Lake, Loma Prieta earthquake, Oakland Hills fire disaster, presidential visits, and special commercial district security initiatives.
- **Extensive Community Involvement:** Past Chair-Board of Directors, Capitola/Soquel Chamber of Commerce (*Capitola/Soquel Chamber of Commerce Man of the Year 2005*); Board member, Santa Cruz Sunrise Rotary; Co-Founder, Vice President & Executive Director, Capitola Public Safety & Community Service Foundation (*Mid-County Post Emergency Services Person of the Year 2004 & 2010*); (Past) – Chair, Oakland Asian Advisory Board; Member, Latino Advisory Board; Member, African-American Advisory Board; Member, Oakland Airport Enterprise Zone Committee; Co-Chair, Oakland Mayor’s Community Governance Committee.
- **Over 35 years of specialized criminal and administrative investigation experience** as a chief of police, top level manager and investigative commander.

Grant Coordinator / Author

- Author/co-author and manager of numerous research and enforcement grants including, but not limited to: State School Resource Officer Grant; California State Office of Traffic Safety Grants; National Institute of Justice Research Partners Grant; “COPS Ahead” Grant; Executive Office of Weed and Seed Gun/Violence Suppression Grant; Office of Housing and Urban Development “Operation Safe Home” Grant; Department of Justice “Operation Safe Passage” Grant; Walter & Evelyn Haas Community Development Grant.
- Co-founder, Capitola Public Safety and Community Service Foundation.

Instructor

- Developed numerous Community Oriented Policing and Problem Solving programs/initiatives / curriculums.
- In charge of the revision of the CDC Use of Force Policy, which was one of the largest initiatives of its kind in state agency history.
- Community Policing Grant Instructor for the U.S. Department of Justice, Executive Office of Weed and Seed, and U.S. COPS Office.
- Administration of Justice instructor for the Oakland Police Department, Peralta Community College District, Oakland, CA and Los Medanos College, Pittsburg, CA (1980-1997).

PROFESSIONAL EXPERIENCE

BELCHER, EHLE MEDINA & ASSOCIATES (BEMA, INC.)

Partner, Vice President and Secretary

Working partner in BEMA, Inc., a Public Safety Consulting Company, offering services to both the public and private sectors. The company specializes in organizational analysis and problem solving, interim police chief services, 3rd party administrative personnel investigations, project and program management, corporate investigations, and other specialized services upon request.

CAPITOLA POLICE DEPARTMENT, Capitola, CA

2001 – 2010

Chief of Police

Manage and direct the Capitola Police Department, consisting of 33 full-time staff, 14 seasonal Lifeguards, 9 Reserve Police Officers and 15 Volunteers, who provide public safety service to the citizens, businesses and visitors within the city of Capitola. Manage \$6+ million annual budget, with staff operating out of the Police Department, a full service Community Outreach Center, and the Lifeguard Headquarters located at Capitola’s main beach. Responsible for providing police service within a two square mile jurisdiction, to a resident population of 10,500 and an average summer population of 30,000 to 40,000 visitors a day, which offers unique law enforcement challenges.

CALIFORNIA DEPARTMENT OF CORRECTIONS, Sacramento, CA

1997 – 2001

Assistant Director

Manage and direct the Office of Investigative Services (OIS), consisting of 140+ staff assigned to six regional offices throughout the state as well as the Sacramento headquarters office, providing investigative services to the largest correctional agency in the nation (47,000+ employees and 170,000 inmates). Manage a \$15+ million annual budget. Reported directly to the Director of Corrections, provide policy recommendations relative to investigative practices, personnel matters, and other statewide law enforcement initiatives.

OAKLAND POLICE DEPARTMENT, Oakland, CA (pop 405,000)

1972 – 1997

Captain of Police: Commander, Community Services Division (1997)

Direct delivery of services and programs to the community with staff consisting of 85 sworn and civilian employees including 2 lieutenants, 6 sergeants and 1 civilian manager. Manage \$7 million annual budget, encompassing Community Services Division, Oakland Park Ranger section, Animal Control Section, Oakland Unified School District Police and Oakland Housing Authority Security Services.

Captain of Police: Commander, Crime Prevention Division (1994 – 1997)

Direct largest division within Oakland Police Department, consisting of 200+ personnel, 3 lieutenants, 13 sergeants and 3 civilian managers. Manage \$25+ million budget, encompassing Special Operations Section, Community Services Section, Special Duty Unit, Beat Health/Community Policing Section, Oakland Park Rangers, Oakland Housing Authority Police, Oakland Public School Police, Animal Shelter, Airport Security/Helicopter Unit, Foot Patrol Unit, Mounted Unit, Reserve Unit, Central District Foot Patrol Unit, Court Liaison Unit, Evidence Technician Detail, Vice Section, Charging Unit, Special Investigations Unit, and 1 sergeant/5 officers assigned to the Alameda County Narcotics Task Force.

Captain of Police: Watch Commander, Patrol Division (1993 – 1994)

First Watch Commander for 80+ staff, including 2 lieutenants and 7 sergeants. Responsible for providing police service during first watch hours to the citizens of Oakland.

FORMAL EDUCATION / BOARD ACTIVITIES

- Master of Public Administration, completed 44 units; California State University Hayward, majority of course work completed.
- Completed POST Executive Development Course (2005)
- Graduate, FBI National Academy, 173rd Session (1993).

- Bachelor of Arts, Administration of Justice and Law Enforcement, California State University San Jose (1971).
- Member – International Association of Chiefs of Police (2001 - Present); Member of the IACP Community Oriented Policing and Problem Solving Awards Committee (2002-2008)
- Member – California Police Chiefs Association (2001 - Present).
- Member – Santa Cruz County Law Enforcement Chiefs Association (2001 – 2010); Chairman, 2002 – 2004.
- Co-Founder and Past Vice President of the Capitola Public Safety & Community Service Foundation (2004 – 2010), current board member.
- President of the Santa Cruz County SPCA's Board of Directors, (August 2010 – Present).