

VICKI L. KING

Houston, Texas 77084
Mobile: [REDACTED] Email: [REDACTED]

ASSISTANT CHIEF OF POLICE - HOUSTON POLICE DEPARTMENT



PROFILE

Multi-disciplinary police experience with command-level service in investigative, patrol, and tactical operations. During each three-year rotation period as an Assistant Chief, assignments have grown in complexity, requiring a proven problem-solver. Manpower shortages and high violent crime rates were positively impacted through personnel redeployment, technological improvements, and highly focused crime fighting initiatives. Cost saving measures, including collaboration with other agencies and departments, have yielded significant savings in manpower and overtime expenditures.

EDUCATION

2008 Police Executive Research Forum - Senior Management Institute for Police
Boston University, Boston, Massachusetts

2006 Master of Science
University of Houston-Downtown
Honors: Deans List, Who's Who
GPA: 4.0 on 4.0 Scale

2001 Bachelor of Science - Summa Cum Laude
University of Houston-Downtown
Honors: Deans List, Who's Who
GPA: 4.0 on 4.0 Scale

PAPERS AND ARTICLES

Police Administration, 3rd Edition, by John Worrall and Larry Gaines, "Leadership in a Changing World,"
January 2011

University of Houston-Downtown Thesis Defense Committee, Returning to the Scene of the Crime: An
Analysis of the Community Impact of a Family Violence / Intimate Partner Re-contact Program

Law Enforcement Executive Forum, Houston's Crime Lab: The Challenge of Restoring Forensic
Credibility, November 2006

The Police Chief, Sexual Harassment: Resolution Strategies, April 1997

The Texas Law Reporter, Sexual Harassment: Resolution Strategies, February 1996

CERTIFICATIONS

Crisis Intervention Officer Certification
Certified Mediator, Dispute Resolution Center
Crime Prevention Specialist

TCLEOSE Mental Health Officer Proficiency
TCLEOSE Instructor's License
TCLEOSE Master Peace Officer Certification

AWARDS / COMMENDATIONS

HPD Lifetime Achievement Award (2011)

Mayor's Commendation (1996)

Meritorious Service (1997)

Unit Citation (1992, 1995, 1996, 2003)

NASA Group Achievement (2007)

Organized Crime Certification (2004)

Debakey Volunteer Appreciation (2007)

Officer of the Year - Texas Women in Law Enforcement (1996)

Chief of Police Commendation (5 Citations)

Assistant Chief Commendation (4 Citations)

Supervisor Commendation (7 Citations)

Employee Commendations (3 Citations)

Citizen Commendations (26 Citations)

Rebuilding Houston Volunteer (4 Citations)

Assistant Chief - Information Services Command

Tenure: August 2010 to July 2011 – Command Strength 550 Employees

Crime Lab Division -- Citywide responsibility for the preservation, processing, and analysis of forensic evidence collected in Houston Police Department criminal investigations. The scientific units assigned:

- DNA / Trace Evidence
- Toxicology
- Evidence Receiving
- Quality / Control
- Firearms
- Training / Laboratory Management

Command Center Division -- 24/7 real-time crime analysis support for patrol and investigative personnel. The division also serves as the nerve center for the department's management of critical incidents. The support units assigned:

- Real-Time Crime Center
- Command Center
- Crime Analysis

Emergency Communications Division -- 24/7 responsibility for the management and dispatching of all Houston Police Department calls-for-service, including critical incident response by all first-responders. The support units assigned:

- Dispatch
- Watch Command
- Teleserve
- Training
- Patrol Desk
- ISO Implementation Team

Identification Division -- Citywide responsibility for the forensic analysis of latent prints, audio-visual media, polygraph, and photographic evidence. The division also fingerprints and updates criminal history information on all suspects, citizens, and applicants requiring these services. The scientific units assigned:

- Latent Print Examination
- Trace Evidence Processing
- AFIS / Ten-Print Processing
- Audio-Visual Analysis
- Polygraph Services
- Photographic Services

Property / Supply Division -- 24/7 responsibility for the safety, security, and storage of all property and evidence collected by the Houston Police Department. The division also manages the uniform distribution and print shop functions. The support units assigned:

- Property Room
- Uniform Supply
- Print Shop / Office Services

Records Division -- Citywide responsibility for management of all departmental reports, records, and staff review. The support units assigned:

- Staff Review
- Report / Record Entry
- Citizen Services

Command Special Assignments -- Direct responsibility for special projects and assignments deemed of special importance to the Houston Police Department. These functions include:

- Latent Print Re-analysis Project
- Houston Police Foundation
- Red Light Camera Program (DARLEP)
- ISO Implementation Manager
- Municipal Court Liaison
- Mayor's Committee on Special Events

Assistant Chief - Tactical Support Command

Tenure: July 2007 to August 2010 – Command Strength: 750 Employees

Air Support Division -- 24/7 regional response to special threat situations occurring throughout the greater Houston area, including Homeland Security preparedness and response. The mission-critical units assigned:

- Helicopter Patrol
- Police Pursuit Management
- Code One Scene Management
- Narcotics Surveillance
- SWAT Insertions / Support
- Port of Houston Patrol
- Search and Rescue
- Traffic / Mobility Patrol
- Aerostat Program

Special Operations Division -- 24/7 patrol responsibilities for the Downtown Business District and regional response to special threat, civil unrest, and disaster situations occurring throughout the greater Houston area. This division is also responsible for City Hall Security, Special Events, and Dignitary Protection. The mission-critical units assigned:

- Bike Patrol
- Dignitary Protection
- Special Events (Parades / Fun Runs)
- Mounted Patrol
- Homeless Outreach / Civility Enforcement
- Hermann and Memorial Park Patrol
- City Hall Security
- Central Business District Patrol
- Protest Monitoring / Civil Unrest Mitigation

Tactical Operations Division -- 24/7 regional response to special threat situations occurring throughout the greater Houston area, including Homeland Security preparedness and response. The mission-critical units assigned:

- SWAT
- Hostage Negotiation Team
- Carine Patrol
- Bomb Squad
- Marine Unit

Traffic Division -- Citywide responsibility for traffic enforcement programs and initiatives. The division also provides aerial support for patrol, investigations, and homeland security operations. The mission-critical units assigned:

- Traffic Enforcement
- DWI Task Force
- Commercial Truck Enforcement
- Radar Task Force
- Traffic Stop Grant Programs
- Aggressive Driver Enforcement
- Solo Motorcycle Detail
- Transtar Response Unit
- Mobility Response Team

Vehicular Crimes Division -- Citywide responsibility for mobility issues and roadway safety on our freeways and major thoroughfares. The division also serves as the resident departmental experts in crash and hit/run investigations. The mission-critical units assigned:

- Fatality Investigations
- Major Crash Investigations
- Auto Dealer Investigations
- Hit and Run Investigations
- SafeClear Management
- DARLEP (Red Light Photo Enforcement)

Houston Urban Area Security Initiative -- Co-chair of the regional UASI Law Enforcement sub-committee.

Assistant Chief - Criminal Investigations Command

Tenure: May 2004 to July 2007 – Command Strength: 575 Employees

Homicide Division -- 24/7 citywide responsibility for the prevention and investigation of murder, criminal assaults, sexual offenses, weapons violations, and adult sex offender compliance. The investigative units assigned:

- Murder Squads
- Major Assaults Unit
- Adult Sex Offender Registration
- Gang Murder Squad
- Sex Crimes Unit
- Adult Sex Offender Compliance
- Chicano Squad
- Crime Scene Unit
- Telecommunication Tracking Unit

Robbery Division -- 24/7 citywide responsibility for the prevention and investigation of robberies and thefts from persons. The investigative units assigned:

- FBI Bank Squad
- Robbery Case Management
- Crime Analysis
- Latino Squad
- Decentralized Robbery Squads
- Video Enhancement Unit

Auto Theft Division -- 24/7 citywide responsibility for the prevention and investigation of criminal offenses involving vehicles, including auto theft, burglary of a motor vehicle, and title fraud. The investigative units assigned:

- Proactive Investigations
- Bait Vehicle Program
- Auto Dealer Investigations
- Reactive Investigations
- Undercover Investigations
- Burglary of Motor Vehicle Investigations

Burglary and Theft Division -- 24/7 citywide responsibility for the prevention and investigation of burglaries, thefts, and financial crimes. The division also processes all found property and manages the regulatory functions of the pawn and alarm industries. The investigative units assigned:

- Proactive Investigations
- Copper Theft Investigations
- Pawn Detail
- Reactive Investigations
- Financial Crimes Investigations
- Alarm Detail

Juvenile Division -- 24/7 citywide responsibility for the prevention and investigation of crime perpetrated by and against children. The investigative units assigned:

- Sex Crimes Investigations
- Physical Abuse Investigations
- Juvenile Sex Offender Registration
- General Investigations
- Gang Investigations
- Juvenile Sex Offender Compliance
- Intake / Prisoner Processing

Crime Stoppers Law Enforcement Detail -- Supervised the most successful tip line in the nation. Enhanced investigative and tip effectiveness through training, management, and personnel selection for the law enforcement unit. Introduction of a web-based tip line) and "wanted posters" on area billboards served to increase arrests for Houston's most wanted.

Major Innovations and Efficiencies Implemented as an Assistant Chief

Municipal Court Overtime Reduction Initiative -- Reorganization of officer report times to Municipal Courts increased the on-duty availability of officers subpoenaed to Municipal Court by more than 50%. Overtime for off-duty officers has been reduced by almost 40% for a projected annual savings of nearly \$1.5 million.

Tactical Support Reorganization Plan -- Replacement of 61 officers from fixed post positions to field operations. Classified salary cost of \$1,672,000 replaced with civilian security guards (projected annual cost of \$1,045,000). Projected to realize an annual savings of \$627,000.

Vehicular Crash Data Collection and Reporting Process -- Proposed and implemented electronic reporting of crash reports. Eliminated the need for outsourced data indexing. Projected to increase crash report revenue from \$325,855 to \$537,517.50 (a 64% increase), while reducing costs.

Regional Law Enforcement Fatality Crash Reduction Campaign -- Multi-disciplinary education, awareness, and enforcement program that seeks to reduce dangerous driving behaviors that lead to motor vehicle collisions. Regional approach on No Refusal Nights, BAT mobile deployment plans, aggressive driver initiatives, high school "Shattered Dreams" presentations, billboards, web casts, and public service announcements.

Digital Downlink System for Real Time Scene Management -- Digital cameras mounted on our helicopter fleet provide aerial views of high threat scenes involving motor vehicle crashes, SWAT scenes, high crime areas, and search / rescue operations for real time command and control.

Homicide Reorganization Plan -- Reorganization of the division to address the rapid rise in gangland murders occurring in the wake of Hurricane Katrina. Investigators throughout the command were reorganized into the Gang Murder Squad which linked criminal enterprises responsible for lesser crimes as a means of generating leads for on-going murder investigations. Coupled with the following innovative approaches to Homicide investigations, murder clearances increased from **62% in 2005 to 94% in 2008**.

- **Cold Case Murder Squad** -- Case review of unsolved murders that could generate new leads due to advances in forensic evidence analysis.
- **Houston Men Against Family Violence Initiative** -- Joint initiative with the Houston Area Women's Center, the Harris County District Attorney's office, and community leaders that combined out-reach strategies and family violence warrant roundups to reduce domestic violence.

Cash for Crooks: Robbery Reduction Initiative -- Web-based suspect identification and apprehension site that posts surveillance video, photographs, and composite drawings of robbery and property crime suspects.

Copper Theft Reduction Strategy -- Multi-faceted crime reduction initiative that created and updated local ordinances to strengthen local regulation of scrap metal dealers, eliminated mobile metal collectors, and increased dealer inspections. These efforts combined with undercover stings helped curb the surge of copper thefts in our city, making our program the model used for state legislative changes.

Katrina Missing Persons Location Team -- In partnership with the National Center for Missing and Exploited Children, the program was the first national coordination effort that ensured all children relocated to Houston shelters were reunited with their families.

OTHER ASSIGNMENTS WITHIN THE HOUSTON POLICE DEPARTMENT

EASTSIDE DIVISION – CAPTAIN OF POLICE, DIVISION COMMANDER

Tenure: June 2002 to May 2004

INTERNAL AFFAIRS DIVISION – INVESTIGATIVE LIEUTENANT

Tenure: January 2001 to June 2002

BURGLARY AND THEFT DIVISION – INVESTIGATIVE LIEUTENANT

Tenure: January 1999 to January 2001

SOUTH PATROL COMMAND - ADMINISTRATIVE SERGEANT

Tenure: August 1997 to January 1999

Office of the Chief - Women's Issues Sergeant

Tenure: July 1994 to August 1997

Crime Analysis/Planning and Research Division - Special Projects Sergeant

Tenure: October 1991 to July 1994

Southeast Patrol Division - Internal Affairs Investigative Sergeant

Tenure: May 1990 to October 1991

Field Training Administration Staff - Station Monitor, Police Officer

Tenure: September 1989 to May 1990

Special Operations Division - Police Officer

Tenure: September 1986 to September 1989

Southeast Patrol Division - Police Officer

Tenure: November 1985 to September 1986

Training Academy - Cadet

Tenure: July 1985 to November 1985

CHARITABLE AND VOLUNTEER WORK

- | | |
|---|------------------------------------|
| ☆ Houston Police Foundation: Gala and Moonlight Bike Ride | ☆ Houston Children's Charities |
| ☆ Blue Santa: Clayton Homes, Ben Taub, and LBJ Christmas Toy Drives | ☆ Texas Women in Law Enforcement |
| ☆ University of Houston--Downtown: Masters in Security Management | ☆ Houston Women in Law Enforcement |
| ☆ University of Houston--Downtown: College of Public Service | ☆ Junior Achievement |
| ☆ Houston Area Women's Center | ☆ Girl Scouts of America |

MILESTONES

- ☆ Managed the Acres Homes Death Investigations and created the first Homicide Cold Case Squad
- ☆ Managed the largest internal investigation in the Houston Police Department's History
- ☆ First female commander of a patrol division in the Houston Police Department's history
- ☆ Third female to be promoted to the rank of captain in the Houston Police Department's history
- ☆ First candidate to finish #1 on the written and assessment exams for the rank of captain
- ☆ Recognized for outstanding performance and courage during the Republican National Convention

Ron Parker

[REDACTED]
La Porte, TX 77571

Cellular: [REDACTED]

Email: [REDACTED]

Executive Profile

Progressive police executive who creates strategic alliances with organizational leaders and the community to effectively align with and support key city initiatives. Builds and retains high performance teams by hiring, developing and motivating team members. Committed to cost effective management of resources and quality performance. Manages risk via effective policy development, management oversight and effective training. Strong innovator who supports transparency, community partnerships, outreach and Intelligence Led Policing.

Work History

1984 to Present: Assistant Chief of Police, City of La Porte, TX Police Department.

Responsibilities include second in command of department, commanding officer of Criminal Investigations Division and Support Services Division, grants administrator, project manager for accreditation through the Texas Police Chiefs Association Recognition Program, fiscal accountability, budget development, community outreach, crime analysis, problem resolution, policy development and organizational staffing, to name a few. Previously served in every division in the department and promoted through the ranks of police officer, detective, sergeant and lieutenant.

Education

2014: Leadership Fellow— Texas Municipal League Leadership Program, Inaugural Class.

2014— Current Student: Naval Post Graduate School, Homeland Security Studies.

2012-2014: M.S.- Criminal Justice Leadership, Sam Houston State University, Magna Cum Laude.

2012: 62nd Command Institute for Law Enforcement Executives- FBI Law Enforcement Executive Development.

2009-2011: B.S.- Criminal Justice Leadership, Minor— History, University of Houston Downtown, Cum Laude, Published.

2002-2004: Criminal Justice Management Certification- Leadership Command College, Sam Houston State University.

1987-1990: A.A.— Criminal Justice, San Jacinto College, Honors.

1977-1979: A.A.S.— Drafting and Design, Murray State College.

Licenses and Certifications

Master Peace Officer Certification, Austin, TX., issued 1999.

Advanced Peace Officer Certification, Austin, TX., issued 1991.

Intermediate Peace Officer Certification, Austin, TX., issued 1991.

Basic Peace Officer License, Austin, TX., issued 1985.

Peace Officer License, Austin, TX., issued 1984.

References Available on Request

RAYMOND G. TUTTOILMONDO

6 [REDACTED] Hitchcock, TX 77563 | [REDACTED] | [REDACTED]

Experience

1989 – Present

Galveston County Sheriff's Office

Galveston, Texas

2006-Present: Major, Bureau Commander, Support Services & Administration

- Responsibilities include management of five divisions, commander of Professional Standards (2008-2010), and management of major administrative functions of a 475 member law enforcement agency.
 - Develop and manage grant programs and annual budget of \$30 million.
 - Oversight and coordination responsibilities for county-wide law enforcement operations during Hurricane Ike.
- 2001-2006: Major, Bureau Commander, Criminal Law Enforcement*
- Led over 100 team members in five divisions delivering direct law enforcement services.
 - Brought about 25% overall reduction in major crimes over five years through participative leadership and teamwork.
 - Brokered major grant funding for and supervised implementation of multi-agency criminal records system.

1998-2001: Lieutenant, Division Commander, Communications / Major Crimes Investigator

- Promotion to broader duties leading 10-member Communications Division, continued major crime investigator assignments.
- Modernized operations through improved systems, established in-car computers for field operations, had significant involvement county-wide trunked radio system planning and implementation.
- Reduced employee turnover to below 5% through improvements in working environment.

1989-1993: Deputy Sheriff / 1993-1998: Sergeant, Major Crimes Investigator

- Deputy Sheriff assigned to Corrections (1989-90) and Patrol Divisions (1990-93).
- Promoted to Sergeant, assigned to Criminal Investigations (1993), assuming major crimes investigator duties.
- Assigned additional concurrent duties as Communications Supervisor (1997).
- Selected Non-Uniformed Officer of the Year (1998).

1987-1989

Hitchcock Police Department

Hitchcock, Texas

Patrol Officer / Telecommunications Operator

- Performed both patrol and public safety communications assignments.
- Selected Officer of the Year (1987) and Dispatcher of the Year (1988).

Education

Certified Public Manager (CPM) Program, Sam Houston State University, Huntsville, Texas (2014)

Nationally-recognized certification program designed to develop management and leadership skills for persons in government and not-for-profit leadership positions. Capstone research project developing effective police agency performance management programs providing guidance to new or inexperienced administrators/managers.

Master of Business Administration, (2003), University of Maryland University College, Adelphi, MD

Capstone coursework in developing strategic performance measurement systems applied in government settings.

Graduate, (2003) U. S. Department of Justice, FBI National Academy, 211th Session

14 graduate hours, Criminal Justice Education, University of Virginia

Bachelor of Business Administration (2000), University of Houston – Downtown, Houston, TX

Focused in strategic management, planning, and budgeting. Deans' List honoree. Inducted to Beta Gamma Sigma academic honors fraternity.

University of Houston, Houston, Texas

Major – Political Science, declared pre-law, 89 credit hours, 1982-1987.

Professional & Community Associations

Member, Police Executive Research Forum

Member, International Association of Chiefs of Police

Member, Society of Police Futurists International

Member, Texas Law Enforcement Intelligence Units Association

Member, FBI National Academy Associates of Texas

Command Promotion Assessor, Alvin, Baytown, League City, Seabrook, Victoria, and Port of Galveston Police Departments

Past Adviser and Law Enforcement Liaison, Galveston County Crime Stoppers, Inc.

Past Member and Board President, Galveston County Community Action Council, Inc.

Member and Chair, Galveston County Community Justice Council

Member, Beta Gamma Sigma academic honors fraternity