

DAVID ALEXANDER RIVERO

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Resume of Qualifications

A 26-year veteran of the City of Miami Police Department, and for the last ten years (10) the Chief of Police with the University of Miami Police Department, possess a well-rounded experience in all aspects of criminal investigations, community policing, operations, administration, internal investigations and labor relations. Management & career philosophy: *"It is most important that a manager treat employees as true members of the organization and as individuals. Although the majority of the decision-making stems from the management side, employees should be entitled to make their own decisions so as to create the empowering necessary for the success of the organization. Every individual of the organization is important and they should be treated as such. This tone – set year-round and in a sincere fashion – creates trust between labor and management. Without this trust, any organization will find itself in constant conflict."* Major strengths include:

Leadership ✦ Event Planning ✦ Teambuilding ✦ Campus Policing ✦ COMPSTAT

Employee Relations and Discipline ✦ Training ✦ Community Policing

PROFESSIONAL EXPERIENCE

Oct. 2006 to Present CHIEF OF POLICE

UNIVERSITY OF MIAMI POLICE DEPARTMENT

University of Miami, Coral Gables, Florida

Selected after a nationwide search as the new Chief of Police on October 19th, 2006, by the Honorable Donna Shalala, the President of the University of Miami (UM). The UM Police Department (UMPD) consists of two divisions which are law enforcement and security. In law enforcement, the department has **29 sworn officers** consisting of a captain, 2 lieutenants, an investigator sergeant and four patrol sergeants who oversee the uniformed patrol officers. There is also a non-sworn security staff that consists of communications dispatchers, budget manager, records clerk, crime prevention coordinator, non-sworn security personnel and others. The department has an annual operating budget of just over 5 million dollars.

Responsible for the safety of 13,500 students and nearly 10,000 full time faculty and staff.

In 2014 and again in 2016, the University of Miami saw the lowest crime year in its history, an accomplishment that can be attributed to the hard work by the men and women of UMPD but also playing a significant role are the multitude of layers of protection that have been added to the security footprint of the

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university. One of the largest security project added during Chief Rivero's tenure was the creation of the new university-wide camera system (CCTV). The system now includes 1,338 cameras, recording 24 hours a day, and featuring video analytics which is the use of sophisticated algorithms applied to a video stream to detect predefined situations and parameters such as motion detection, facial recognition, object detection and much more.

Another layer of protection added by Chief Rivero was the introduction of the CompStat process to the foundation of policing at the university. CompStat is the ultimate accountability tool and the premier crime fighting process for police departments which he learned under John Timoney, one of the creators of CompStat, while at Miami Police. Chief Rivero also expanded the Criminal Investigations Unit at the university making it a powerful tool in solving crimes and conducting undercover operations.

In 2015, Chief Rivero was selected to attend the Walt Disney Institute in Orlando to better understand what makes Disney the best customer service company in the world.

In 2013, Chief Rivero used two expert consulting companies to help lead the University of Miami into being the frontrunner nationwide in Clery Compliance and Emergency Notifications.

He oversaw the creation of the first ever adult, pre-arrest, diversion program in the State of Florida. The program, title ULEAD (University Law Enforcement Assisted Diversion) was a cooperative initiative in conjunction with the State Attorney's Office and the Coral Gables Police Department and is used for minor drug possession cases. The program has passed the pilot/testing stages and is fully operational and now being looked at to expand further to other police jurisdictions and universities in Miami Dade County.

Received the Campus Director/Chief of the Year award for all of the United States in 2008 from *Campus Safety* magazine.

Testified in front of the Florida Gubernatorial Task Force for University Campus Safety on May 16, 2007, to discuss the University of Miami's preparedness on the wake of the Virginia Tech tragedy.

Was part of the team that coordinated the security plan for both the 2007 Democratic and Republican presidential candidates debates, and the 2016 Republican presidential candidates debate, held at the Bank United Center on the UM Campus and also coordinated and developed the security plan for high risk events such as the final UM football game at Miami's Orange Bowl stadium, the visit to the UM campus by President Barack Obama, Senator John McCain, former U.S. President Bill Clinton and former U.S. Vice President Al Gore, Senator Hillary Clinton, Presidential candidate Governor Mitt Romney, Herman Cain and the presentation by Tawfik Hamid, a one-time member of the Islamist terrorist group *al-Jama'ah al-Islamiyyah* and a

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former friend of Aiman al-Zawahiri, who was once the second in command of *al-Qaida*.

Appointed to the steering committee that decided the move by UM of its football program from the Orange Bowl to Dolphin Stadium. Traveled around the country in 2006 visiting 6 campus police departments as part of a benchmarking process for UM stadium security and campus security. Chosen to serve as chairman of the Coral Gables Community Relations Committee and is a member of the University of Miami Emergency Advisory Committee.

He is also a member of the Dade County Association of Chiefs of Police, the International Association of Campus Law Enforcement Administrators, the International Association of Chiefs of Police, the Florida Police Chiefs Association and the Police Executive Research Forum and in 2014 was “tapped” to become a member of the *Iron Arrow* Tribe, the highest honor society at the University of Miami.

Apr. 2006 to Oct. 2006 POLICE MAJOR, COMMANDER OF THE CENTRAL DISTRICT

FIELD OPERATIONS DIVISION

City of Miami Police Department, Miami, Florida

Promoted to this senior staff position by Chief John F. Timoney to assist in directing the uniformed patrol functions and community policing efforts in the Central District. The Central District encompasses four neighborhoods (Downtown, Allapattah, Overtown and Wynwood/Edgewater), is home to some of the most important venues in the City of Miami and has a population of over 167,000 merchants and residents.

Downtown currently contains over 13 million square feet of office space and 5 million square feet of retail space, providing employment to 104,000 people on a daily basis. It is home to the American Airlines Arena, the Port of Miami, the Night Club District, most of the Courthouses, the Miami Dade College and the new Arts and Entertainment District.

Overtown is one of Miami's original neighborhoods, where African Americans settled in the early 20th Century and built churches, restaurants, residences, nightclubs and theaters. Today, the total population of Overtown is approximately 9,000 persons and is predominately African American (74%).

Allapattah is home to some of the finest medical facilities in the United States. Institutions like the Bascom Palmer Eye Institute, the Ryder Trauma Center, Cedars of Lebanon Hospital and the Veterans Administration Hospital are located here. The total population of Allapattah is 39,486 persons (10.9% of the City's population) and is mainly of Hispanic origin. The Dade Criminal Justice Building, Dade County Jail, and the Public Health Department are found steps away from each other. Centers of education, such as the Lindsey

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Hopkins Adult Education Center, Miami Dade School of Medicine and Miami Jackson High School, are also located in this area.

Wynwood/Edgewater is a diverse mix of high-rise condos; industrial chic lofts; high, middle and low income families and old fashioned community festivals. The neighborhood, including its thriving Puerto Rican and Latin American communities, offers a cultural and commercial cross section of contemporary life in Miami today. The Wynwood/Edgewater area has approximately 15,149 residents.

The Central District law enforcement team is comprised of 3 Police Commanders, 9 Neighborhood Resource Officers, 7 Lieutenants, 28 Sergeants and **195 Police Officers** and has a fiscal budget of nearly 30 million dollars. The Central District also has three undercover Problem Solving Teams which handle most of the street level narcotics enforcement and quality of life concerns.

Because the Central District has the two largest homeless shelters in Miami, Major Rivero developed a great working relationship with the Homeless Coalition and the Homeless Assistance Center to ensure that the *Pottinger Agreement* was followed.

Major Rivero initiated in July of 2006 a *District COMPSTAT* process where commanders, lieutenants and sergeants were asked to present their crime fighting strategies and the performance of their individual teams to better coordinate their efforts.

He also assisted in creating and establishing the *Critical Incident Review Board* where the department convenes a panel of senior staff members to conduct an analysis and critique the way critical situations are handled by field commanders. He produced a new project to create the position of “Detention Officer” within the Department to facilitate the handling, transportation and processing of prisoners.

David Rivero served as a member in the committee charged with rewriting the *departmental orders* for the agency. He was also responsible for managing the day-to-day operations of the headquarters building, including the security for the facility. He acted as the Deputy Chief of Police in his/her absence, overseeing the citywide crime fighting strategies of more than 700 uniformed police officers and civilian personnel.

Jan. 2005 to Apr. 2006 POLICE COMMANDER, COMMANDER OF THE CORAL WAY NET

FIELD OPERATIONS DIVISION

City of Miami Police Department, Miami, Florida

Shifted from the Little Havana NET to the Coral Way NET by Chief John F. Timoney to ease the transition of other commanders who were recently promoted. The Coral Way NET is one of the most complex areas of Miami as

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it is home to all the International Banks, the Consulates of many countries, and the most expensive homes in South Florida. The area has the largest number of community, merchants and homeowners associations in Miami.

The Coral Way NET is also the second largest NET in the City of Miami and has over 70,000 permanent residents and more than 200,000 daily commuters. During 2005, the Coral Way NET experienced the second greatest Part I crime reduction in all of Miami (**down 9%**).

Attended a Homeland Defense course on Tactical Weapons of Mass Destruction Operations created for senior staff members, and in December of 2005 assisted in the implementation of **Miami Shield**, an operation designed to thwart future terrorist acts in our “soft targets” such as consulates and embassies, banks, and high rise buildings.

Created a Commanders Training Course titled *Major Incident Command Management* which was used to teach all newly promoted lieutenants how to handle major crime scenes, internal investigations, the Incident Command System, and much more.

Has visited several police departments around the country and Florida (Columbus Police Department in Ohio, Greensboro Police Department in North Carolina, Boston Police Department in Massachusetts, Metropolitan Police Department in Washington, D.C., Orange County Sheriffs Office, Winter Gardens, Winter Springs and Orlando Police Departments in Florida and many more) as part of the **Benchmarking Process** to determine the best practices for community policing, training, dispatching and communications, deployment, emergency operations, COMPSTAT and investigations. **Promoted to Police Major from this assignment.**

Sep. 2003 to Jan. 2005 POLICE COMMANDER, COMMANDER OF THE LITTLE HAVANA NET

FIELD OPERATIONS DIVISION

City of Miami Police Department, Miami, Florida

Promoted to this senior staff position by Chief John F. Timoney to assist in directing the uniformed patrol functions in the Little Havana neighborhood. Responsible for all crime fighting operations and other city functions such as code enforcement, bar and cafeteria inspections, public works, nuisance abatement, prostitution mapping, community policing, neighborhood crime watch programs, the Citizens on Patrol and much more. Managed personnel, fiscal, and material resources encompassing an annual budget of nearly ten million dollars. Responsible for more than 65 sworn officers with primary duties consisting of police services to the Little Havana neighborhood in the City of Miami.

The Little Havana neighborhood experienced a **5% and a 3% decrease** in Part I crimes during his two year command. The officers under his authority led the entire department in the number of arrests and calls for service handled.

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One of the original five members of the steering committee that created and executed the plan of action for handling the Free Trade Area of the Americas (FTAA) demonstration in Downtown Miami during November of 2003. Responsible for Planning for the event under the Incident Command System which included overseeing all investigations, intelligence, prisoners, legal aspects, extraction teams, bomb squads, dignitary protection, and subsequently coordinating with the State Attorney's Office the prosecution of all arrestees. Won the **Distinguished Service Medal** for his involvement in the FTAA - the third highest honor of the Miami Police Department.

Mar. 2003 to Sep. 2003 POLICE CAPTAIN, COMMANDER, TRAINING UNIT

DIRECTOR OF THE MIAMI POLICE TRAINING CENTER AND TRAINING ACADEMY
City of Miami Police Department, Miami, Florida

Responsible for all training aspects and needs of the Miami Police Department including the Police Academy, the Firearms Range, the Officer Survival Training, and the in-service training for all employees. Responsible for the implementation and creation of the **new Taser policy**. Along with Assistant Chief John Gallagher, David Rivero **created and wrote the new Deadly Force policy** which has been credited with a drastic reduction in officer-involved shooting incidents in Miami. Helped create and implement a new program of remedial training for officers and supervisors.

He is the co-chairman of the State Attorney's Office Committee on training. This committee ensures that all the police departments in the county receive standardized training in investigations and prosecution of major criminal acts. He has instructed new prosecutors and detectives in the art of interrogations.

Personally selected by Chief John F. Timoney to be the "**Project Manager**" for the construction of the new 56,000-square-foot Police Academy and Emergency Operations Center for the Miami Police Department. The total space volume for the building will be over 100,000-square-feet because alongside the academy, he helped coordinate with the Dade County School system to develop the first ever High School for Law Studies, Homeland Security and Forensics Science which will be part of the new academy building. Responsible for the creation of the DVD video which has been used to solicit funds for the academy.

He was also named the chairman of the committee responsible for the selection of the architectural firm, and would have been accountable for the coordination of the vendors who will design, create and construct the new building had he stayed at the Miami Police Department. Attended the prestigious Wilson-Estes Police Facility Planning and Construction School in Kansas City, Missouri and the Public Safety Facilities Construction Course at the Center for Public Safety in Winter Park, Florida. **Promoted to Police Commander from this assignment.**

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1999 to Mar. 2003

POLICE CAPTAIN, DEPUTY COMMANDER

CRIMINAL INVESTIGATIONS SECTION

City of Miami Police Department, Miami, Florida

Accountable for the immediate supervision of six (6) police lieutenants, assigning them to duties and checking their efficiency on current and prior criminal investigations. These investigations consist of interviewing witnesses, victims and offenders, gathering evidence, taking statements, and preparing cases in a professional manner for prosecution in criminal court. The Criminal Investigations Section contains six (6) main criminal investigative units of the police department: Homicide, Sexual Battery/Special Victims, Juvenile & Gangs, Economic Crimes Investigations, Crime Scene Investigations (CSI), and Violent Crimes Intervention. He was directly **responsible for more than 170 sworn and civilian police investigators, supervisors and lieutenants.**

The Miami Police Department called upon then Captain Rivero to personally lead the investigative efforts into several questionable police-involved shooting incidents. Through a joint investigation with the FBI and the United States Attorney's Office, 13 police officers were indicted for conspiracy to violate civil rights in a pattern of gun planting incidents that started back in 1996. Two of the officers pled guilty and cooperated with the investigation and several more were later convicted after lengthy trials. From the aftermath of this investigation, he was asked to help rewrite the department's officer-involved shooting and investigative policies. Personally wrote the Miami Police departmental order on how to conduct criminal investigations.

He served on the executive board of the Medical Examiner's Fatality Review Team, which oversaw and reviewed all murders resulting from domestic violence in Miami-Dade County.

Was the founding father and the co-chairperson of the Crimes Against Law Enforcement Committee, which in a partnership with the State Attorney's Office, oversaw all crimes where a police officer was the victim. The committee created and established new procedures and guidelines for the investigation, intake and prosecution of crimes involving law enforcement officers as victims. This committee, which still exist, is also responsible for ensuring that the police officers receive proper training on handling these investigations, that the prosecution cases against the offenders receive the highest quality assistant state attorney and case file management, and that the victims are treated with the utmost of respect, cooperation and professionalism.

He oversaw the department's CALEA accreditation process for all investigative entities. During this process, he rewrote several Standard Operating Procedures for investigations and created a handful of new logs, reports, checklists, etc. Created, wrote and trained the investigators on the new policy of videotaping interrogations. Worked on other projects such as

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the creation of the CSI Forensics Processing Laboratory, the “virtual” case file on CD-ROM project, and the creation of new Burglary and Robbery Units. He was a founding father of the Domestic Violence Unit and the Violent Crimes Intervention Unit.

During the late 1990’s the City of Miami was plagued by several violent murders attributed to a ruthless narcotics gang known as the “**John Does**.” Under his command, the Miami Police Homicide Unit initiated a proactive community based approach to solving murders never attempted before. The approach was unique in that the Homicide investigators were not targeting and trying to solve the murders through conventional investigative methods but rather they formed a partnership with the Liberty City NET, the FBI, ATF and DEA to build narcotics, racketeering, continuing criminal enterprise and minor crime cases against the murder suspects. Through their efforts, 22 members of the gang were arrested and convicted under RICO federal laws. The majority of the offenders received life sentences, which is what they were facing had they been arrested for murder in State Court. Violence and murders were nearly completely eliminated from the Liberty City neighborhood during this time period.

July 1999-Dec. 1999

POLICE CAPTAIN, DEPUTY DISTRICT COMMANDER

PATROL SOUTH DISTRICT, FIELD OPERATIONS DIVISION

City of Miami Police Department, Miami, Florida

Appointed to this senior staff position to assist in directing one of the largest and most complex sections of the police department. Helped manage personnel, fiscal, and material resources of personnel and an annual budget of millions of dollars. Responsible for over 150 personnel with primary duties consisting of police service to the Coconut Grove, Little Havana, Coral Way, Flagami neighborhoods in the City of Miami with a financial economic distribution ranging from extreme poverty to high-end business in the Coconut Grove Corridor. Acted for a Major of Police in his absence and assisted in overseeing the implementation of the new NET Concept in the South District Sub-Station. This included the direct supervision of the four lieutenants assigned as commanders of the NET areas in the South District.

At the Miami Police Department, Captains are assigned to be commanders for all major events in the city. Rivero was assigned to command several high profile events such as the NCAA Orange Bowl Game, the New Year’s Eve Orange Bowl Parade and Party, the NCAA Regional Basketball Tournament at the Old Miami Arena, more than 30 UM Football Games at the Old Orange Bowl, several NHL Games, several concerts at both the Orange Bowl and the Bayfront Park Amphitheatre and many more.

1993 - July 1999

POLICE LIEUTENANT, COMMANDER

ANTI-CORRUPTION UNIT, INTERNAL AFFAIRS SECTION, OFFICE OF THE CHIEF

City of Miami Police Department, Miami, Florida

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Entrusted with the responsibility for managing and directing all covert investigations, administrative and criminal, involving allegations of corruption against city employees. Assisted the City Attorneys Office in administration of employer/employee relations and the development and implementation of disciplinary policy. Was responsible for the preparation and implementation of the Section's annual budget and directed the expenditure of all covert funds used during protracted investigations. Also coordinated the distribution of all "cash" or Imprest funds used during covert investigations.

Created the Technical Unit in the Internal Affairs Section which coordinated all electronic monitoring and surveillance operations and eavesdropping techniques for the department. Purchased the first stand-alone computer system used by any unit or section of the Miami Police Department. Attended many computer training courses during this time period, making him an advanced user of Microsoft Excel, Word, Outlook and PowerPoint.

Was assigned to the Federal Bureau of Investigation for fifteen (15) months to investigate the largest political corruption investigation in the history of the State of Florida, dubbed "*Operation Greenpalm*." He has won numerous awards, but the one he is most proud of is the personal commendation received from FBI Director Louis Freeh for his involvement in "*Operation Greenpalm*." The investigation was initiated by then Lieutenant Rivero and targeted corrupt politicians. It concluded with the successful arrest, prosecution and conviction of the City of Miami Budget Director, the City Manager, a City Commissioner, a County Commissioner, the Seaport Director and two lobbyists.

The joint investigation involved more than two hundred (200) consensual and covert video and audio recordings, two Title III wiretaps, several surreptitious search warrants and countless hours of video and photographic surveillance using some of the most highly sophisticated equipment in the FBI's arsenal. He was detached to the FBI during the fifteen months of the investigation and received their highest top-secret security clearance. **Promoted to Police Captain from this assignment.**

1991 – 1993

**POLICE LIEUTENANT, DISTRICT SHIFT COMMANDER,
PATROL NORTH DISTRICT, FIELD OPERATIONS DIVISION**
City of Miami Police Department, Miami, Florida

As the District Shift Commander, he was responsible for the direct management and the manpower allocation of over fifty (50) employees. Responsible for the coordination of the district's crime suppression techniques, training, community policing and community affairs and also directed the "Field Training Officer" (F.T.O.) Program within the district. Was responsible for coordinating all Anti-Crime Activities for the shift

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involving undercover operations such as Prostitution Stings, Buy Busts, etc.

1991 – 1991

POLICE SERGEANT, SUPERVISOR

MEDIA RELATIONS UNIT, OFFICE OF THE CHIEF

City of Miami Police Department, Miami, Florida

Acted as spokesperson for the Miami Police Department and reported directly to the Chief of Police. Aided the Police Chief in coordinating activities in the police department. Routed all inquiries and assignments to the appropriate division for response. Represented the Police Chief at meetings with the general public, local media, and organizations.

He was one of the original steering committee members in the early 1990's who created a concept known as Operation NEON or Neighborhood Enhancement Operations Network. This concept later became the Miami Police Department's present NET Concept and Community Oriented Policing system.

He participated in many of the policy decision-making processes affecting the Police Department and the City as a whole. Advised the Police Chief and senior staff members on matters of organizational direction. Charged with specific areas of assignment/responsibility as directed by the Police Chief. Responded to all major crime scenes, major investigations, on/off duty injured personnel incidents, discharge of firearms, civil disturbances, disasters, explosions, fires, in-custody deaths, demonstrations, community meetings, Internal Affairs and homicide investigations, Crime Stoppers reenactments, protocol functions, department roll calls, school functions, official meetings representing the Office of the Chief and/or any significant incident requiring the notification of the Chief and other staff members. **Promoted to Police Lieutenant from this assignment.**

1987 - 1991

POLICE SERGEANT, SUPERVISOR

MEDIA RELATIONS UNIT, OFFICE OF THE CHIEF

City of Miami Police Department, Miami, Florida

The Department's "top" spokesman and directly responsible for coordinating and assisting the media with all news releases, press conferences and interviews. Directed all publicity and public relations for the department. Responded to all major crime scenes, major investigations, on/off duty injured personnel incidents, discharge of firearms, civil disturbances, disasters, etc. **Promoted to Executive Assistant to the Chief of Police from this assignment.**

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1982 - 1987

POLICE DETECTIVE, HOMICIDE UNIT

City of Miami Police Department, Miami, Florida

Senior Team Member / Acting Supervisor, 1982 –1987. Was the lead agent on a multi-agency task force (*Operation Deep Freeze*) which targeted a gang of violent “Mariel” Cubans responsible for more than 10 gruesome murders and several robberies, rapes, and police impersonator crimes. The *Deep Freeze* Task Force was responsible for deporting many “Mariel” Cubans who were involved in violent crimes and narcotics trade.

Was one of the founding members of the Homicide Unit *Cold Case Team* formed to investigate unresolved old murders. Was responsible for all academy-training needs associated with the investigation of deaths, interrogations, polygraph examinations, and crime scene processing. Was part of the team which investigated the disappearance and murders of several models from Miami and other parts of the United States which were being committed by serial murderer Christopher Wilder. Assisted in the investigation of the largest police narcotics corruption case in Miami’s history known as the *River Cops Investigation*.

Police Officer / Field Operations Division, 1980 – 1982 Primarily assigned to the midnight shift of the uniformed patrol function of the Miami Police Department during one of the highest crime waves ever seen in the history of the United States which included several riots and the infamous *Mariel Boat Lift*. Was a Field Training Officer (FTO).

1989 to 2013

INSTRUCTOR AND COMPANY PRESIDENT

DAVID RIVERO AND ASSOCIATES, INC.

Davie, Florida

Created a company (David Rivero and Associates, Inc., currently dormant) that provided police promotional assessment training using several different formats, all of which are highly customized for each specific need. He has performed several hundred group seminars, one-on-one tutoring sessions, and small group presentation throughout Florida and some in other parts of the country.

The primary goal of the workshop was to help students build a solid foundation of problem solving from which they can confidently and effectively demonstrate their leadership skills in solving job related issues that may be presented to them in various assessment center exercises such as an In-Basket, Leaderless Group, Oral Interview, Critical Incident, B.A.D.G.E., Subordinate Counseling, Meeting with Citizen, Written Exercises, Media Presentation, Event Planning and more.

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AWARDS RECEIVED AT MIAMI POLICE DEPARTMENT

- **Over 100 Letters of Commendation for Meritorious Service** from citizens, the City of Miami Police Department, the FBI, U.S. Attorney, Assistant State Attorney, Miami Dade Police Department, City of Miami Mayors Xavier Suarez & Joe Carollo and much more.
- **Over 30 Departmental Plaques for Meritorious Service** consisting of Unit Citation Awards, Team Achievement Awards, & Appreciation Awards from Community Groups, Law Enforcement and Civic Organizations.
- **Other Awards:**

Distinguished Service Medal*
Silver Star Medal
Community Service Medal (twice)
Silver Lifesaving Medal
Administrative Excellence Medal (twice)
Officer of the Month (twice), with Two Stars
Dade County's Officer of the Month
Runner-up Officer of the Year 1986
The FOP Silver Star*

*One of the top three highest Medals of Honor for the Miami Police Department

EDUCATION

- Master in Public Administration Degree, University of Miami School of Business, May of 2012
- Attended the Senior Management Institute for Police (SMIP) - a program of the Police Executive Research Forum (PERF) at Boston University and presented by professors from Harvard University, June of 2005
- Bachelor of Professional Studies and Management, Barry University, 1993
- Attended the Southern Police Institute (SPI) of the University of Louisville, July of 1991
- Miami Dade Community College, 1977-79, AA Degree in Psychology
- High School Graduate, Miami Beach Senior High School, 1976

PERSONAL

Born in Santa Clara, Cuba in 1957. Married to Deborah Joyce in 1984 and the proud parents of Deanna, Devin and Daniel

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SPECIALIZED TRAINING

In his 36 years of service, he has accumulated **over 1500 hours of specialized training** in the following fields:

- PERF- Senior Management Institute for Police
- ODP Tactical Weapons of Mass Destruction for Senior Staff Members
- Weapons of Mass Destruction
- Chemical Warfare
- Chemical Assault
- Arson Investigation
- Deadly Force
- Strategic Management
- Human Cultural Diversity
- Alliance for the Aging
- Domestic Violence
- Gallagher/Westfall & Associates Management & Executive Training
- Ethics Trainer Certification
- Microsoft Programs
- Labor Relations
- Information Management
- MDCC Ethics & Professionalism
- Financial Training
- Juvenile Crime & Violence Task Force
- Regional Threat Assessment
- Designer Drugs & Trends
- Wire Intercept and Title III Laws
- Regional Impact of Drug Trafficking Groups
- Line Supervision
- Supervisory Enhancement Techniques
- U.S. Customs/Treasury Department Investigations
- Career Development
- Supervisory Responsibility & Liability Management
- Investment In Excellence
- Dignitary Protection
- Advanced Line Supervision and Mid Management Course
- Advanced Mid-Management
- Advanced Computer Training
- Advanced Police & Community Human Relations
- Death Investigation
- Homicide Investigation
- Burglary & Robbery Investigation
- Crime Scene Investigation
- Police Operations & Leadership
- Financial Investigations
- Covert Operations
- Internal Investigations and Administrative Cases
- Certified Polygraph Examiner
- Israeli Interrogations Techniques
- 911 Fitness
- Wilson-Estes Police Facility Planning and Construction School
- Course on “Why Law Enforcement Organizations Fail”
- Planning, Funding, and Obtaining New Public Safety Facilities at the Center for Public Safety in Winter Haven, Florida
- Certified in ICS 100, 200, 700 and 800

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PROFESSIONAL MEMBERSHIPS (PAST AND PRESENT)

Police Executive Research Forum (PERF) - Active Member

Victim Advocate Center for Training & Treatment

State Attorney's Office Police/Prosecutors Coordinating Committee, Representative of the Miami Police Department, Co-Chairman of the Crimes against Law Enforcement Officers Committee

11th Judicial Circuit Standing Committee on Domestic Violence,
Representative of the Miami Police Department

Domestic Violence Fatality Review Committee/Kristi House, Board Member

Dade County Fatality Review Committee, Executive Board Member, Dade County Medical Examiners Office

State of Florida Certified Police Instructor

Past Certified Florida Polygraph Examiner

Fraternal Order of Police

Police Benevolent Association Executive Board Member

United States Department of the Treasury, U.S. Blue Lightning Strike Force

Former Miami Police Federal Credit Union's Credit Committee Chairman

Past Member of the Dade-Miami Criminal Council's Legislation Ad Hoc Committee

Member of the International Association of Chiefs of Police (IACP)

Member of the Scholarship Committee of the Miami Police Veteran's Association

COMMUNITY ACTIVITIES

Assistant Baseball Coach with the YMCA Weston Hawks

Past associate board member of the Pembroke Pines Charter School

Served on the Board of Directors for the Pembroke Lakes Elementary School

Head Coach on the Weston YMCA Pinto Baseball League

Assistant Coach on the Weston YMCA Youth Flag Football Team

Assistant Coach on the Pembroke Pines Optimist Pinto Baseball League

Assistant Baseball Coach on the Pembroke Pines Optimist Travel Team (13U and 14U)

REFERENCES

Furnished Upon Request

SUMMARY OF SPEAKING AND PROFESSIONAL ENGAGEMENTS

- Local and National Radio Talk Shows and Television News, CNN, WLPG, WSVN, WCKT, WIOD, etc. Participated in numerous radio and television shows including 60 Minutes, Nightline, Frontline, 48-Hours, NBC, CBS, and ABC National News Shows. (1987-Present)
- The *Investigation of Officer Involved Shooting Incidents* Training Conference, Broward Sheriff's Office, Fort Lauderdale, Florida. Delivered a presentation on handling "*The Bad Officer Involved Shooting Incident*" at a regional conference of law enforcement executives and investigators. (2005)
- The *Art of Interrogations*, the State Attorney's Office Training Conferences for Miami-Dade County, Miami, Florida. Delivered a presentation to 50 prosecutors on the difference between the Reid Interrogation Technique and Standard Interrogation Technique. (2005)
- Conducted a presentation on the *Investigation of Officer Involved Shooting Incidents* at the Broward Institute of Criminal Justice. (May 18th, 2006)
- Presented a one day course titled *Investigations101* to more than 100 law enforcement participants at the University of Miami School of Communications. (January 7th, 2009)
- Presented a two day course titled *Investigations101* to more than 60 law enforcement participants at the University of Miami School of Law. (March 12th, 2012)
- Guest speaker at the conference of the *National Crime Prevention Council* held at the NMBPD in June 2013
- Delivered a presentation on handling "The Bad Officer Involved Shooting Incident" to *The College and University Police and Investigators Conference* on August 6-9, in Washington, DC (2013)
- Delivered a presentation to more than 300 parents at *Pembroke Pines Charter HS* in October 2013 on "What Gets Kids in Trouble in College"
- Was part of a panel discussion for "*Ethics in Education: A to Z*" conference, on May 1-2, 2015, at the University of Miami Storer Auditorium and Miami Senior High School and presented by the University of Miami Arsh Ethics Initiatives, UM School of Education and the Miami-Dade Public Schools

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SUMMARY OF PUBLICATIONS

- Meizoso JP, Shatz DV, Fletcher KG, Shpiner MV, Carvajal D., Ring A., Coffin W., Pearlman M., Pearlman A, Ragland S., Murphy SM, Rivero D., Gerlach W., Pepper J., Tighe J. *University of Miami 'Canes Emergency Response Team: A look at an undergraduate disaster response team.* Journal of Emergency Management, 6(6):48-52, November/December 2008
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