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Current Position

Associate Lecturer – Cazenovia College

Education

M.A. Public Administration 2002
Syracuse University, Maxwell School of Citizenship and Public Affairs

Master's Thesis Summary

Conducted applied research analyzing the failed two year political effort to create a Syracuse-Onondaga Metropolitan Police Department within Onondaga County, New York. The original field research collected, organized and reviewed public information and government communications and the chronology of significant events of the three-year effort to create a metropolitan department by local, county and state government organizations. The analysis distinguished differences between what would be expected in terms of organization theory, organization development and planned change and political model used for accomplishing the change. The attempted consolidation of services in order to improve the efficiency, effectiveness and performance of law enforcement services was analyzed.

M.A. Criminal Justice 1996
University at Albany, Nelson Rockefeller College Public Affairs and Policy

Master's Thesis Summary

Conducted original research published and presented to the Mayors of the State of New York, "Police Services in Onondaga County", for the City of Syracuse, Chief of Police, Onondaga County Chiefs of Police Association and the Onondaga County Consolidation of Police Services Task Force (C.O.P.S.). The research focused on sixteen municipal police organizations representing 900 sworn and civilian employees, serving 468,000 citizens, with expenditures totaling \$63 million dollars. It examined the feasibility of consolidating the sixteen police departments into a single Onondaga County - City of Syracuse Metropolitan Police Department. The eighteen-month study culminated in a comprehensive report describing the inefficiencies in the countywide system of law enforcement. Officials were provided with a decade plus longitudinal trend analysis of demographic shifts, organizational characteristics and police services levels, crime, arrest, calls for service, personnel staffing, and municipal budget expenditures.

B.A. Criminal Justice 1984
University of New York, College of Technology

Professional Studies and Certifications

National Security Special Event	2012
AAAE Basic and Advanced Airport Safety and Operations Specialist	2011
Transportation Security Administration Leadership	2011
Homeland Security Defense CARVER Assessment - Assessor	2010
National Defense University, Joint Forces Staff College, Homeland Security Planner	2010
Conflict Management and Resolution	2008
FLETC Critical Infrastructure and Key Resource Protection Assessor	2007
New York State Office of Homeland Security National Preparedness Initiatives	2007
Eckman Group Evaluating Truthfulness	2007
Transportation Technology Center Inc. Railroads	2006
New York City Police Department Risk Assessment	2006
MAGLOCLN Fraudulent Document Training	2006

DHS Transportation Security Administration, Aviation Security Inspector	2004
New York State DCJS Law Enforcement Accreditation Program Manager	2002
New York State Empire State Advantage Program Assessor	2001
New York State DCJS Ethics Awareness Moderator	
New York State DCJS Instructor Development	1990
New York State DCJS Interview and Interrogation	1995
New York State DCJS Crime Scene Evidence Technician	1985
New York State DCJS, Bureau of Municipal Police: Radar Operator	1980
New York State DCJS Breathalyzer Operator	1980
New York State DCJS Basic Course for Police Officer	1979

Research Interests

Law enforcement accreditation and organizational effectiveness, police consolidation, planned change and organizational development of criminal justice organizations and systems.

Professional Presentations

Central New York and Onondaga County Chiefs of Police Association Syracuse, New York Topic: Transportation Security Administration Security and Operations	2012
City of Syracuse Police Department Line and Command Officer Training Syracuse, New York Topic: History of Aviation Violence, TSA Counter Terrorism Operations and Infrastructure Protection	2007 - 2012
New York State Counter Terrorism Zones Binghamton, Syracuse, Ogdensburg, New York Topic: Constitutional Law and Administrative Searches at U.S. Airports	2012
City of Syracuse Neighborhood Watch Coalition Syracuse, New York Topic: Transportation Security Critical Infrastructure Protection	2011
New York State Office of Counter Terrorism Training Center Oriskany, New York Topic: History of Aviation Violence, Aviation Security and Constitutional Searches at U.S. Airports	2011
Central New York Critical Infrastructure Protection Task Force Syracuse, New York Topic: Risk Assessment, CARVER MSHARPP, Risk Management	2010
New York State Conference of Mayors Syracuse, New York Topic: Consolidation of Police Services in Onondaga County	1998

Curricula Taught

<i>Course Title</i>	<i>Level</i>	<i>Duration</i>
Ethical Awareness for Police Officers	Police Academy	1990 – 2000
Martial Arts & Self Defense for Police Officers	Police Department	1998 – 1999
American Policing	College Undergraduate	2006 – present
Terrorism & Homeland Security	College Undergraduate	2008 – present
Understanding Disasters	College Undergraduate	2008 – present
Criminal Investigation	College Undergraduate	2010 – present
Administration of Justice	College Undergraduate	2013 – present

anti-narcotics operations, surveillance and stakeout operations, long-term narcotics investigations utilizing sworn undercover personnel, identify drug dealers, made arrests and recovered illicit drugs and firearms. Posed in various disguises during undercover narcotic operations. Prepared sealed criminal investigation indictment cases on identified suspects. Participated in several mass arrest operations of gang members and narcotics dealers.

City of Syracuse Police Department

Syracuse, NY United States

1997 -

2003

Police Officer, Crime Scene Evidence Technician, Detective

Twenty eight years of professional law enforcement service including twelve as a detective. Served in the Syracuse Police Department's Criminal Investigation Division, Town of Manlius Police Department's Criminal Investigation Unit and on the Onondaga County Major Felony Task Force. Conducted complex criminal investigations and enforced New York State laws. Investigated felony grade crimes involving persons, property and unusual incidents. Conducted high-profile investigations and participated over one hundred murder investigations. Responded to critical incidents and conducted emergency operations. Interviewed victims, witnesses, and suspects, and transcribed detailed sworn affidavits, prepared explicit reports and organized documents and evidence for judicial review. Conducted physical and photograph identification lineups. As a New York State Certified Evidence Technician, photographed, preserved, collected, and processed physical evidence. Prepared search and arrest warrant applications for review and approval by New York State Superior Court Justices. Executed high-risk search and arrest warrants. Effected numerous arrests. Participated in joint, local-state-federal narcotics investigation task force. Conducted undercover operations in public and private housing developments. Developed police informants and evaluated intelligence information obtained from criminals regarding on-going criminal activity. Searched criminal history databases and various investigative source files validating and corroborating multiple sources of information. Wrote criminal intelligence information bulletins and disseminated information to appropriate sources. Participated on countywide criminal intelligence information task force. Performed surveillance and stakeout operations utilizing surveillance equipment to observe and record narcotics activity and associated criminal behaviors. Served as the Syracuse Police Department's liaison to the Onondaga County Medical Examiners Office (M.E.), conducting unattended death investigations. Assisted in hundreds of M.E. death investigations for determination of cause and manner of death. Brought to successful prosecution numerous high-profile homicide investigations and other serious felony criminal investigations. Testified in local and state judicial proceedings regarding direct, circumstantial and physical evidence. Provided testimony in evidentiary hearings, grand jury proceedings and civil and criminal prosecutorial trails. Established a reputation as an effective criminal investigator recognized by police, judges, prosecutors, and defense attorneys. Served as a police officer for several years and on the Syracuse PD's Emergency Response Team with highly trained officers in specialized weapons and tactics and was rapidly deployed to critical incidents and high risk search and arrest warrants, riots, and stakeouts as order by the Chief of Police.

Foreign and International Law Enforcement

1975-present

Police Officer, Investigator, Inspector

From 1974 to 1976, as a Military Police Officer, served in the U.S.7th Army (USAREUR) in the Republic of Germany during the Cold War Conflict 1945-1991, in the North Atlantic Treaty Organization (NATO) unified command by combined Western Europe defense forces against threat of attack by the Soviet Union, and from international terrorist groups such as Red Army (Baader-Meinhof), Palestinian Liberation Organization (PLO), and Irish Republican Army (IRA). Served in the 164th MP Co. conducted joint NATO/U.S. security operations in the German State of Rheinland-Pflaz in collaboration with NATO forces representing numerous foreign governments. Served at the largest ammunition storage area outside the US performing security of NATO force munitions during issue, storage, transport, inspection, inventory control and maintenance of conventional, biological, chemical and nuclear weapons and munitions. Underwent inspections and dignitary reviews and assessments by senior multi-national military and government leaders, Army Inspector General, U.S. Congressional and Senate Inspections. As an investigator/detective/inspector participated in numerous investigations of international narcotics smuggling and oversee the surveillance, inspection, document review and testing of US 49CFR1546 Domestic and Foreign Air Carrier Security inspections.

Government Published Papers and Reports

Successfully revised the City of Syracuse Police Department's policy and procedural manuals implementing 172 new policies encompassing all functions and operations of the organization. Benchmarked systems and procedures to other organizations. Identified best practices, obtained input from leadership personnel and created policy teams to develop and implement new practices and systems and achieved New York State and National (CALEA) Law Enforcement Accreditation Status. Published Syracuse Police Department manuals comprising 1000 pages of text and converted files for electronic access on the department's intranet system.

Authored and co-authored several government white papers addressing organization development initiatives, participating in planned change activities at the state, county and local municipal levels. Published several departmental annual reports to the Mayor and Common Council of the City of Syracuse.

Professional Organizations

American Martial Arts Association – Member
American Legion – Member
Society of Human Resource Managers - Member
Syracuse and Central New York Retirees Association