

Career Highlights and Accomplishments

- Elected President of the Law Enforcement Chiefs Association of Humboldt (2019) and Vice President (2018)
- Elected Chair of the Humboldt County Drug Task Force (1/2019)
- Two-term Vice President of the Eureka Police Officers' Association (EPOA)
- Appointed to Board of Directors of the California Police Chiefs Association as the Region 1 Representative (12/2019-present)
- Appointed member of the California Police Chiefs Association Training Committee (3/2019-present)
- As a Captain, co-organized and managed EPD/DHHS Mobile Intervention and Services Team (MIST) program providing outreach and services to the severely mentally ill homeless through an integrated co-responder team approach (2015 - present).
- Author and co-author of City of Eureka's successful grant application for Measure Z funding to help to reduce homelessness in Eureka and provide outreach, services, housing and detox programs (FY 2015-1016 - FY 2018-2019—a total of around 1.8 million in grant funding during this period alone).
- Formed the City of Eureka's first joint, multidisciplinary Crime Prevention Through Environmental Design (CPTED) team (2018).
- Oversaw implementation of a complete P25 compliant (digital) radio communications system upgrade with a total cost of over 3.1 million dollars (largely grant funded). (10/2018 – completed in early 2021). EPD now has a state-of-the art complete new public safety radio system that will serve public safety for over a decade to come.
- Oversaw implementation of a new police department records management (RMS) and computer aided dispatch (CAD) system, RIMS. Citizen RIMS increases transparency and helps our community become more informed and connected through features like live and historical incident mapping, crime mapping and charts, arrests, stolen vehicles, daily bulletins and more. (11/2017)
- Mental health therapy and support for first responders. Collaborated with Cordico to create the innovative Eureka PD Wellness App which provides ready access to therapists, peer support, and the leading officer wellness solutions. App offers confidential, in-hand, on-demand 24/7 access to over 40 modules on critical topics like trauma, emotional health, burnout, compassion fatigue, family support, financial and physical fitness, nutrition, psychological first aid, resilience, stress management, depression, alcohol, and wellness self-assessment tools. EPD was one of the first 5 adopters of this vital tool. (10/2019)
- Contracted with a family counseling center specializing in serving first responders and their families to provide confidential debriefing and counseling services to all Eureka Police Department members on an annual/bi-annual basis. Private mental health therapy and support

wellness check-ins delivered via initial 40-minute individual sessions at no cost to the employees. (4/2021)

- Directed implementation of the Eureka Police Department's NARCAN (naloxone) program. All staff trained and equipped with NARCAN rescue kits. Between 3/2019 and 3/2021, EPD officers administered NARCAN to 28 patients, 24 of whom survived their overdose event.
- Finalist team - 2017 Herman Goldstein Award for Excellence in Problem-Oriented Policing (Project: "The Vacation of Devil's Playground")
- Semi-finalist - 2017 Herman Goldstein Award (gun violence/safety initiative "Project S.A.F.E. Eureka")
- Instrumental in supporting and bringing county-wide de-escalation training (a nationally recognized program created by the Police Executive Research Forum (PERF): ICAT--Integrating Communications, Assessment, & Tactics) and Crisis Intervention Team Training (CIT) to Humboldt County. Obtained over \$60,000 in grant funding to support this vital training (2019-2021).
- Introduced Principled Policing training to EPD, including on-going procedural justice and implicit bias training.
- Created and led EPD's popular Problem-Oriented Policing unit.
- Envisioned and created EPD's innovative, award-winning Community Safety & Engagement Team (CSET) in July 2018. CSET partners closely with a diverse array of community stakeholders, including UPLIFT Eureka, Betty Chinn, Eureka Rescue Mission, and Saint Vincent de Paul. CSET aims to balance accountability for behavior with compassionate outreach through focusing on relationships, outreach, services, and close collaboration with community partners. Critical components of CSET's strategy include mental health first response, crisis intervention, and going upstream of problems to develop long-term solutions.
- Steadfastly led the Eureka Police Department and City of Eureka through the multiple crises in 2019-21 including the multiple public safety power shutoffs, the unprecedented global COVID-19 pandemic, deep City/Police Department budget cuts, summer of intense civil unrest (including numerous protests related to the murder of George Floyd in Minneapolis), on-going police workforce recruitment and retention challenges, and arguably the most contentious Presidential election season in U.S. history.