

A Resolution

NO. _____

CONFIRMING THE APPOINTMENT OF JOEL FITZGERALD TO POLICE CHIEF AND DEPARTMENT HEAD OF THE FORT WORTH POLICE DEPARTMENT

WHEREAS, Section 143.013(a)(1) of the Texas Local Government Code provides that the Police Chief shall be appointed by the municipality's chief executive officer and confirmed by the municipality's governing body, and

WHEREAS, After a nationwide search and thorough assessment process, Joel Fitzgerald, was identified by the City Manager as the top candidate for Police Chief, and

WHEREAS, Chief Fitzgerald is currently serving as Chief of Police of the City of Allentown Police Department, and previously served as Chief of Police in Missouri City, Texas, and in various command ranks in the City of Philadelphia Police Department, and

WHEREAS, A more detailed resume of Chief Fitzgerald is attached to this resolution.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FORT WORTH, TEXAS: That the City Council confirm the appointment of Joel Fitzgerald as Police Chief and department head of the Fort Worth Police Department effective at 12:01 a.m., October 19, 2015.

Adopted this _____ day of _____ 2015.

ATTEST:

By: _____

Mary Kayser, City Secretary



Joel F. Fitzgerald, Sr., Ph.D.

PROFILE

Dr. Fitzgerald is a proven public safety executive with multi-disciplinary skills who experienced success as each leadership position or grew in complexity and responsibility. This candidate demonstrates acute communication and problem-solving skills, enhances organizational performance and synergy, and engenders community cooperation and procedural justice through high performance and shared responsibility for safe communities. In a complex and demanding environment, he provides vision and purpose to front line staff that face the daily challenge of providing service to all stakeholders. Fitzgerald fosters interagency collaboration, promotes diversity, and develops accountability by creating trust between labor and management.

OBJECTIVE

City of Fort Worth, TX-Chief of Police

EDUCATION

2013 Doctor of Philosophy-Business Administration [Public Administration]
Northcentral University, Prescott, Arizona

2003 Master of Business Administration-Executive Management
Eastern University, St. David's, Pennsylvania

1996 Bachelor of Arts-Liberal Arts
Villanova University, Villanova, Pennsylvania

2012 Harvard University-Kennedy School of Government-Senior Executives in State and Local Government
Harvard University, Cambridge, Massachusetts

2011 Police Executive Research Forum (PERF)-Senior Management Institute for Police (SMIP) #48
Boston University, Boston, Massachusetts

2013 TEEEX- Enhanced Incident Management / Unified Command course (EIMUC-MGT314)
Texas A & M University, College Station, Texas

2012 Northwestern University-School of Police Staff and Command #329
Northwestern University, Evanston, Illinois

2012 Federal Bureau of Investigation-National Academy-LEEDS #69
FBI National Academy, Quantico, Virginia

2011 Rice University- Federal Bureau of Investigation-National Academy-Texas Command College
Rice University, Houston, Texas

2010 Sam Houston State University-Law Enforcement Management Institute of Texas Police Chief's Development Program
Sam Houston State University, Huntsville, Texas

1998 Penn State University-Justice and Safety Institute-POSIT
Penn State University, State College, Pennsylvania

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PROFESSIONAL EXPERIENCE

12/2013-Present City of Allentown, Pennsylvania-Police Department

Chief of Police

Selected after a nationwide search as the new Chief of Police on December 20, 2013, by the Honorable Ed Pawlowski, Mayor of the City of Allentown. As Chief of Police in the *third-largest city in the Commonwealth of Pennsylvania, and the fastest growing region in the PA-NJ area-Lehigh Valley*, this senior executive oversees full-time law enforcement officers and civilians of various ranks, assigned to all facets of policing. The City of Allentown Police Department (APD) serves over 120,000 residents and consists of five (5) divisions: Patrol, Criminal Investigations, Support Services, Professional Standards, and 9-1-1 Dispatch Communications Center. Duties encompass:

- Establishing credibility and integrity of the APD with all sectors of the community
- Promoting steep decreases in Part I and overall crime while navigating budget pressure, an inescapable reality impacting all aspects of policing
- Managing and expanding the capacity of the police & fire 9-1-1 Dispatch Operations Center
- Manages a \$33 mil budget
- Establishing the agency's first partnership with HIDTA and collocation agreements with Federal Agencies
- Broadening the use of technology to maximize deployment and resource allocation
- Initiating the first active Body Camera program in Pennsylvania
- Solving the Department's long term fiscal needs by expanding the radio network using partnerships with other public safety entities
- Established and leveraged working relationships with community service organizations in healthcare, education, housing, social services, etc. to address underlying causes of crime
- Expanding intelligence led and predictive policing capacities using COMPSTAT
- Initiating the use of diversion programs to support community policing and crime decline
- Expanding the city-wide camera system project by 25%, to include license plate recognition (LPR) technology
- Reorganizing the department by bringing the agency into compliance with PA "Recognition Standards" and beginning the process of national CALEA accreditation.
- Creating a policies and procedures committee to refine police responses to incidents best serviced by other city departments.
- Created the first Quality Assurance Unit and Cold Case Units(s) in the history of the APD.
- Creating an ICIS committee to evaluate the effectiveness and sustainability of the current CAD/RMS functions, and to review and recommend changes, if necessary.
- Initiating the use of PowerDMS software to modernize training, accelerate testing frequency on policies and procedures, and to reduce training-related liability.
- Installing Crime View Dashboard analytics in all vehicles to facilitate intelligence led and predictive policing at the line level.
- Succession planning through the initiation of innovative Supervisory Leadership Training
- Initiating LGBT Liaison(s), annual Use of Force and Cultural Sensitivity Training

4/2009-12/2013 Missouri City, Texas-Police Department

Chief of Police

Selected after a nationwide search as the new Chief of Police on April 26, 2009, by the Honorable Allen Owen, the Mayor of the City of Missouri City, and H. Frank Simpson, the City Manager. As Chief of Police in one of the *top 100 safest cities in America* as ranked by Congressional Quarterly Magazine, Houston's Most Diverse City (2012), and Money Magazine's *Top 100 Best Places to Live* (2010), served as the senior executive responsible for law enforcement officers and civilian employees of various ranks, assigned to all facets of policing. The Missouri City Police Department (MCPD) serves over 85,000 residents (city & ETJ) and consists of five (5) divisions: Patrol, Criminal Investigations, Support Services, Professional Standards, and 9-1-1 Dispatch. Duties encompass:

- Reorganizing the department by bringing the agency into compliance with Texas "Recognition Standards" (18th Agency in the history of state of Texas (2009 & 2013); Go to 7m:17s <http://youtu.be/SShIqi9sYJA>

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- Successfully maximizing trust, accountability, and organizational transparency in the Houston Metropolitan Area's Most Diverse City (2012); named 2010 NAACP President's Award Winner for service to the community
- Changing the culture of the MCPD and creating a paradigm shift towards the Community Oriented Policing (COP) and Intelligence Led Policing (ILP) focuses
- Implementing COMPSTAT strategies to apply SMART performance metrics to use of crime analysis, prevention, and deployment
- Selecting new policy management, predictive, and analytical software, Computer Aided Dispatch (CAD), and Records Management Systems (RMS) package(s)
- Assisting in the assessment and selection of other Texas Police Chiefs
- Providing the community transparency in policing using ATAC Raids Online; allowing citizens to map and analyze crimes trends in their neighborhoods (check [http://www.raidsonline.com/?agency=Missouri City, TX](http://www.raidsonline.com/?agency=Missouri%20City,%20TX))
- Managing a budget in excess of \$13 million
- Transforming the MCPD into the premier TCLEOSE training provider in Fort Bend county; i.e. Northwestern University, Penn State University, and national facilitators
- Managing and expanding the capacity of the police & fire dispatch operations center
- Revamping the disciplinary, recruiting, and promotional testing components
- Creating the department's first "stakeholder-inclusive" five-year strategic plan
- Creating the innovative, "I Choose to Follow the Rules Program" for elementary school students <http://www.youtube.com/watch?v=S8JeQoGDluQ>
- Organizing the Ft. Bend County's first Auto Burglary/Auto Theft Task Force and Gang/Hotspot Unit
- Developing a lean and efficient budget while facilitating departmental growth
- Acquiring grants (COPS) to augment staffing and improving the technological competence of the organization
- Implementing innovative shift changes to maximize deployment strategies
- Creating a responsible and nationally compliant jail management program
- Creating a Crisis Assistance Program (CAP) using volunteer professional counselors and a department chaplain
- Exceeding state wide training standards-All MCPD officers possess (or are eligible for) TCLEOSE intermediate-level certification
- Creating a Policy and Procedure Committee; inclusively revamping all directives using input across all levels of the organization and POA
- Creating a Criminal Investigative Division (CID) exchange program with the Houston Police Department Homicide Unit to develop investigative abilities/competencies
- Creating the county's first CID cold-case program
- Expanding participation in regional anti-crime units: Special Crimes Unit (SCU), Harris County and Ft. Bend HIDTA Narcotics Teams; serves on the HIDTA Board
- Serving as IACP Forensic Science Committee, Mid-sized City Section(s), the Texas Police Chiefs Association Legislative and Police Chief Selection Committee(s)

2/1992-4/2009 **City of Philadelphia Police Department (PA)**

8/2007-4/2009 ***Commanding Officer-Philadelphia/Camden HIDTA-Intensive Drug Investigation Division***

As Commanding Officer of the City of Philadelphia's most prestigious narcotics unit, I was responsible for 69 officers of various ranks assigned to federal, state, and local task forces: PA/Camden HIDTA, DEA, FBI, ATF, BNI, Customs, and ICE. Additional administrative responsibilities included the Gun Recovery Reward Initiative Program (GRRIP), "Heads-Up" drug awareness program, Asset Forfeiture Unit, the Tech Squad, and the Intensive Drug Investigation Squad-SIU (Special Investigations Unit) groups. Each officer worked interagency local, state, and federal investigations that targeted and prosecuted upper-level narcotics distributors, violent felons, and to dismantle drug trafficking organizations (DIOs). Responsibilities also included budgeting, grant management and disbursement, and auditing. Experience includes working narcotics-related homicides, violence-involving firearms,

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and long-term internal undercover investigations; assisted in creating policy, and authored strategies aimed at combating crimes like the successful Narcotics Bureau Strategic Plan (2007). As the highest-ranking police liaison to federal agencies, met frequently with stakeholders and represented the Philadelphia Police Department in federal task force meetings, media events, and community meetings; also managed Philadelphia's allocation of the Intensive Drug Investigation Division, HIDTA, and ONDCP budgets.

5/2007-8/2007 Commander/Lieutenant -Narcotics Field Unit - Citywide

Served as Commander in Philadelphia's largest plainclothes narcotics unit; worked short-term narcotics investigations and joint operations with the DEA and FBI. Targeted areas in patrol divisions that experienced the largest increase in violence; successfully suppressed crime in each area assigned. As NFU Commander responsible for West/South West Police Division; analyzed and prioritized requests and needs for increased police service; determined needs for specialized training of subordinate personnel. Area of control encompassed four (4) police districts with over 472,000 residents, managing the overtime portion of the allocated budget (12 mil.), and a span of control of 148 police investigators/ civilian employees.

9/2000-5/2007 Commander/Lieutenant/Sergeant -Narcotics Strike Force - Citywide

As a commander, investigated Mayoral, City Council, and community complaints, represented the Narcotics Bureau at COMPSTAT, community meetings, and created deployment strategies to reduce crime. This highly trained unit is a model example of community policing, providing a visible uniform presence in areas experiencing open-air drug markets. I served as an integral part of the Operation Sunrise, Safe Streets, and Safer Streets crime suppression initiatives and was responsible for the Narcotics Bureau platoon assigned to North/North West Police Division encompassing four (4) police districts and over 320,000 residents, managed a \$17 mil budget, and 132 police investigators & bike patrol officers.

As a sergeant, trained, managed, and evaluated subordinates while directing uniformed tactical response operations and plainclothes narcotics investigations. Prepared search and seizure warrants, created schedules, developed enforcement strategies, and made major presentations to the news media. My expertise involved operations/project management, recruiting/interviewing, public relations, strategic planning, internal investigations, event planning & staffing, and deployment, and management of 38 police narcotics officers and bike patrol officers.

6/1998-9/2000 Sergeant - Patrol Bureau - North West Division /14th Patrol District

Served as Platoon Patrol Sergeant until selected to serve as Tactical/Narcotics Enforcement Team (NET) Supervisor; attended community meetings and developed plans to combat burglaries, robberies, and community related complaints. As tactical sergeant, attended community meetings and worked as a liaison to the community for the police district. Displayed analytical skills, presentation skills, and the ability to prioritize; developed platoons that consistently exceeded organizational objectives. Average Span of control: 45 police officers.

2/1992-6/1998 Police Officer - Patrol Bureau - West Division /19th District

Performed all uniformed patrol activities 1992-1994 until reassigned as to the City of Philadelphia's first Mobile Mini Station where I earned certification by the FBI in Community Policing. Provided the full range of police services to the community in concert and cooperation with the entire city government; dedicated to the provision of these services utilizing the community-policing concept. As a Community Relations Officer, responsibilities included establishing weekly meetings with residents, local politicians, businesses, churches, as well as facilitating crime awareness/prevention workshops. Awarded the 19th District Officer of the Year near the start of tenure (1993), and received commendation by the Fraternal Order of Police for an act of Heroism while still assigned as a recruit in the police academy.

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DISTINCTIONS

- Officially recognized for exceptional service as Chief of Police in Missouri City, TX, via resolution by the Texas State House of Representatives and (http://ftp.legis.state.tx.us/bills/82R/billtext/html/house_resolutions/HR02100_HR02199/HR02121F.htm) U.S. Congressman Al Green (D-TX)
- Introduced and Organized regional monthly Criminal Investigative Division Intelligence Meetings in Fort Bend County, TX; participants include:
 - The Federal Bureau of Investigation
 - City of Sugarland Police Department
 - City of Stafford Police Department
 - City of Meadows Place Police Department
 - Fort Bend County Sheriff's Office
 - City of Houston Police Department
 - City of Arcola Police Department
 - City of Richmond Police Department
 - Fort Bend County Precinct 1
 - Fort Bend County Precinct 2
 - University of Texas Police Department
- Commended by the City of Philadelphia Police Dept. for outstanding performance on fourteen (14) occasions
- FEMA Incident Command System- 100/200/300/400/700/800/314/335 certification(s)

TRAINING (abbreviated)

2008 United States Drug Enforcement Agency Training Academy

Drug Unit Commander's Academy DUCA#64

2005 Philadelphia Police Firearms Training Unit

Certified SWAT/Tactical Shotgun Training

2000 Philadelphia Police Counterterrorism Bureau

Major Incident Response Training, Terrorism/Weapons of Mass Destruction

2002 Pennsylvania State Police-Ft. Indian Town Gap, PA

Top Gun Training, Undercover Narcotics Investigator's School

2004 United States Drug Enforcement Agency-Philadelphia Division

1. ***DEA Hidden Compartment Training***
2. ***DEA Heroin Training***
3. ***DEA Narcotics Investigator School***

1994 Federal Bureau of Investigation-Philadelphia, PA

Community Oriented Policing Training

2004 Network Environmental Systems Inc.-Philadelphia Fire Academy

Certified Clandestine Drug Laboratory Team Supervisor & Site Safety Officer

2008 United States Drug Enforcement Agency Training Academy-Quantico, VA

SALC-Clandestine Drug Laboratory Certification

2008 United States Drug Enforcement Agency Training Academy-Philadelphia, PA

Methods of Prescription Drug Diversion Certification

2010 Fort Bend County, TX Chamber of Commerce-Sugarland, TX

FBCCC-Executive Leadership Forum Class of 2010

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Note: Active police certifications in Pennsylvania and Texas. Copies of TCOLE-Master, Advanced, Intermediate, and Basic Peace Officer Certifications (>5000 total training hours), college transcripts, and additional training records can be furnished upon request.

RECENT TEACHING, SPEAKING and PROFESSIONAL ENGAGEMENTS

2013-International Conference on Policing: *Policing in the 21st Century*

Penn State University - Arlington, VA

Topic: *Forming Productive Relationships with Government Managers*

Joel Fitzgerald, Sr., Ph.D., Chief of Police, Missouri City, TX

Allen Owen, Mayor-Missouri City, TX

Thomas Fowler, Chief of Police, Salisbury, MA

2014- 38th Annual National Training Conference

NOBLE National Education and Training Committee

Topic: *Blacks in Law Enforcement: Sustaining Gains in Rank*

Joel Fitzgerald, Sr., Ph.D., Chief of Police, City of Allentown, PA

Dr. W. Marvin Dulaney, University of Texas

Grayling Williams, Chief Inspector, PA Office of the Attorney General

Kim Royster, Deputy Police Commissioner, NYPD

Rockbridge Growth Equity-Detroit, MI

Topic: *Contemporary Law Enforcement & Homeland Security Impacts*

Joel Fitzgerald, Sr., Ph.D., Chief of Police, Allentown, PA

Mike Bruggerman, Senior Vice President, Security, Rock Ventures LLC

Dr. Peter Demski, Dean SoBTM, Northcentral University

2014 Easton (PA) NAACP Annual Meeting-Keynote Speaker

2015 Allentown (PA) NAACP Annual Meeting-MLK-Keynote Speaker

AFFILIATIONS (Past and Present)

International Association of Chiefs of Police (IACP)

IACP Forensics Committee

IACP-Mid-sized Cities Section

Police Executive Research Forum (PERF)

Pennsylvania Chiefs of Police Association

Northcentral University School of Business and Technology Program Advisory Committee

National Organization of Black Law Enforcement Executives (NOBLE)

National Forum for Black Public Administrators

National Black MBA Association (NMBBAA)

FBI-NA-LEEDA

Jordan-Martin Lodge #673

Consistory, Valley of Allentown, Muhlenberg Lodge of Perfection

Lehigh Valley Chiefs of Police Association

Texas Police Municipal Police Officer's Association

Texas Police Chiefs Association (TPCA)

TPCA-Legislative Committee

TPCA-Police Chief Selection Committee

Houston Area Police Chief's Association

Fort Bend County HIDTA Executive Board

Philadelphia/Camden HIDTA Executive Board

Rotary International-(Oyster Creek Rotary)

Ft. Bend County, TX-Child Advocacy Center Executive Review Board

Ft. Bend County, TX-Child Fatality Review Board

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Fort Bend Independent School District Junior Achievement Executive Board
The Greater Lehigh Chamber-African American Business Leader Chamber of Commerce Board