

Dan Lake

21st-Century Public Safety Leadership

555-555-5555

dlake@gmail.com

www.linkedin.com/in/dlake

LAW ENFORCEMENT EXECUTIVE: **Reform** ▪ **Equity** ▪ **Transparency** ▪ **Accountability**

Executive leader who creates and reinforces a culture of bias-free policing, accountability, and transparency. Forge community partnerships to provide a holistic approach to public safety and crisis response. Influence and develop cadre of leaders reflective of and responsive to communities served in resource-constrained, quickly evolving urban environments.

- **Spearheaded the 2 most diverse and largest training academies** in Rogers Police Department's history.
- **Revamped training academy curriculum** to include bias awareness, cross-cultural policing, and effective communication with residents in crisis, all now vital components of future academies.
- **Orchestrated first-ever department-wide LGBTQ+ inclusivity training** that reached 1K in-service officers and civilian staff and amplified awareness of and sensitivity to hate crimes.
- **Overhauled department policies and procedures to reflect the mission and vision** of a gold-standard police department and maintain Commission on Accreditation for Law Enforcement Agencies (CALEA) accreditation.

Executive-Level Training: FBI National Academy ▪ **Executive Strategic Management** ▪ **Certified Public Manager (CPM)**

Public Safety Strategy	Social Service Agency Partnerships	Media & Resident Relations
Community Partnerships	De-escalation & Conflict Resolution	Resource & Technology Utilization
Cross-Functional/Interagency Alliances	Inclusive Recruitment & Retention	Public Speaking & Presentations
Policy & Procedure Development	Training & Development	Crisis Management & Response

Public Safety Leadership

ROGERS POLICE DEPARTMENT ▪ Rogers, ID

1997–Present

Commanding Officer—Narcotics Bureau (2019–Present)

Community Context: COVID-19 ▪ **Police Use-of-Force & Racism Protests** ▪ **Opioid Crisis** ▪ **Increasing Unhoused Population**

Direct investigation and enforcement of narcotic-related and organized crime to protect city's 750K residents. Lead 40-member team. Build partnerships with federal agencies including the DEA, FBI, and ATF for multijurisdictional and interstate crimes. Leverage data to drive transparency and decision making. Liaise with press and community-based nonprofits.

- **Led bureau-wide culture change** through training, coaching, and reinforcement of key officer competencies to promote equity and accountability.
- **Holistically addressed community issues and offered alternatives to incarceration** for residents experiencing homeless, drug addiction, and mental health challenges through partnerships with social service agencies.
- **Revamped narcotics bureau policies** to align with Commission on Accreditation for Law Enforcement Agencies (CALEA) standards and exemplify next-generation policing strategies.
- **Repeatedly selected by chief** to represent department in the media and within the community.
- **Tapped as key Secret Service liaison** and motorcade participant during Vice President Kamala Harris' 2021 visit.

Director of Training—Rogers Police Department Training Academy (2018–2019 & 2015–2017)

Community Context: Body-Camera-Driven Transparency ▪ **Remaking Police Force's Image** ▪ **Calls for Diversity & Inclusion**

Chosen to oversee planning, development, and execution of department's 75th and 76th training academies. Formed and engaged multicultural, community-centered advisory board. Assembled and led 15-member team and marshalled resources throughout the department and city.

- **Reimagined training academy recruitment and retention strategies** and garnered department-wide support to graduate the 2 most diverse classes in the department's 220-year history.
- **Architected progressive recruitment and outreach plan** to level the playing field for historically underrepresented groups, erase barriers to participation, engage community leaders, and mentor urban youth to facilitate success.

ROGERS POLICE DEPARTMENT ▪ continued

- **Restructured training curriculum to incorporate advisory board priorities** and address topics crucial to 21st-century policing including implicit and explicit bias awareness, cross-cultural communication, crisis response training, and interactions with the mentally ill and homeless populations.
- **Crafted robust policies and procedures to articulate academy's mission and vision**, guide candidate evaluation and assessment, and establish a code of conduct while eliminating implicit and explicit bias.
- **Enabled LGBTQ+ inclusivity workshop for training academy** and 1K in-service officers and civilian staff as vital contributor to groundbreaking city-wide partnership designed to raise awareness and reporting of hate crimes.
- **Spearheaded inaugural training for region's first body-worn camera program**, leading 76th training academy graduates to adopt and operationalize camera use to enhance community relations and improve transparency.

Shift Commander—Patrol Bureau (2017–2018 & 2012–2015)**Community Context: Rising Cries for Accountability ▪ Data-Driven Policing ▪ Post-Ferguson Focus on Police Conduct**

Earned promotion to lieutenant in 2012 and to captain in 2017. Directed 400-member workforce.

- **Hand-selected by chief to serve on department's Commendation Board** and played vital role in guiding redesign of the evaluation system to recognize and award community engagement and innovative policing.
- **Partnered with district lieutenants to mine crime statistics for actionable insights** and deploy limited resources to optimize efficiency and impact.

Supervisor—Narcotics, Firearms & Organized Crimes Bureau (2006–2012)**Community Context: Budget Cuts ▪ Tragic Nightclub Fire Aftermath ▪ Emerging Public Safety Technologies**

Led 20-member team charged with investigating, managing, and prosecuting criminal offenses.

- **Championed adoption of emerging technologies** to drive shift from tactical approach to strategic investigative model and maximize limited resources.
- **Heightened awareness of prudent alcohol service and capacity violations** at venues through the city in the wake of devastating nightclub fire that took 100 lives.
- **Navigated multi-jurisdictional investigations and high-profile prosecutions** as partner to DEA, FBI, and ATF.

Sergeant—Community Policing Unit (2005–2006)— Investigator | Patrolman—Community Policing Unit (1997–2005)**Community Context: Increasing Gentrification ▪ Mayor-Initiated City-Wide Renaissance ▪ Crack Epidemic**

Ascended through roles with increasing scope and accountability. Oversaw 30-member community policing unit.

- **Leveraged street-level relationship-building strategies and data analytics** to support public safety and efficiently address criminal behavior.
- **Led community-centered policing strategies** and built productive alliances with local businesses and residents to enhance quality of life in Roger's historically challenging West End neighborhood.
- **Won multiple awards for outstanding investigative and community relations contributions**, earning recognition from entities including the mayor's office, Rogers City Council, and the DEA.

EDUCATION & SELECT PROFESSIONAL DEVELOPMENT

FBI National Academy (*including graduate-level coursework through University of Virginia*) ▪ Quantico, VA
Bachelor of Science, Physical Education ▪ Rogers College—Rogers, ID

Executive Strategic Management ▪ Police Executive Research Forum | Senior Management Institute for Police
Certified Public Manager (CPM) ▪ Idaho Community College
Cultural Competency—LGBTQ ▪ Idaho Department of Safety
Crisis Negotiation ▪ Federal Bureau of Investigation

Dan had essentially served as the chief's right hand for many years and played a prominent role in the department's evolution to being more responsive to community needs and more accessible. His goal was to bring that same transformative spirit as chief of police in a neighboring city experiencing many of the same challenges. I selected the color scheme of purple and dark grey to reflect the biggest university in that city and because purple is quite unusual, I used it judiciously. While perhaps an 'interesting' choice for an entirely outside reader, any reader with association to or knowledge of the city would immediately recognize the palette.

During our consult, he naturally gravitated toward setting the stage for his contributions and approach within the context of what was going on at the time (at all levels—city, state, and nation). This led to my decision to open each role with brief descriptors, as these bits of context were critical to the reader's understanding of what he did and what he achieved.

Everything came back to relationships and his authentic desire to make the city a great, safe place to live, work, and visit. He believes strongly in addressing the social and economic determinants that cause crime in urban environments and is especially committed to modeling appropriate behavior for young officers and being clear about the expectations for 21st-century police force (his own words that he kept coming back to).

It was important to incorporate terms used by organizations and spokespeople for real change, as he considers himself a bridge builder and also naturally talks about his approach and experience in this way—very different from other LEOs who still are mired in 'us versus them' terminology—subjects, perps, 'bad actors.'