

Presentation of Qualifications:

Richard M. Blom

- Master's Degree in Public Management
- Bachelor's Degree in Professional Studies
- FBI National Academy Graduate
- Graduate of Kennedy School of Government (Harvard University)
- Former Chief of Police of the Doral Police Department
- Former Assistant Chief of the Miami Police Department in Command of all Investigative and Uniform Patrol Operations
- Created a model instrument for promotion, testing and development.
- Management executive with over 30 years of supervisory, leadership and management experience with the Doral Police, Miami Police and the Miami-Dade Schools Police Departments
- Extensive accomplishments in Community and Problem-Oriented Policing, Crime Prevention, Training/Personnel Development and Special Enforcement Operations
- Recognized for an effective and successful participatory leadership style
- Earned Certification as State of Florida Crime Prevention Practitioner

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OBJECTIVE: Career police management professional seeks to utilize a vast array of investigative, operational and administrative strategies and experiences to improve public safety services.

SUMMARY: FBI National Academy graduate coupled with a Master's Degree in Public Management. Possesses over 30 years of progressively responsible supervisory, management and leadership experience within a highly commended career in government service with the Doral Police, City of Miami Police, as well as the Miami-Dade County Public Schools Police Departments.

Most recently was the Chief of the 148 person Doral Police Department where there was both a significant decrease in crime, as well as a marked increase in community partnerships.

Former Assistant Chief of Police at the City of Miami Police Department and oversaw both the Operations Division (over 700 personnel), as well as the Investigations Division (over 120 personnel).

Former Administrative Division Commander of the Miami-Dade Public Schools and oversaw a budget of \$23 million for 300 employees as they delivered services within a county government setting.

Former Commander of the Miami Police Department's Office of Emergency Management and Homeland Security and managed the funding for the Urban Area Security Initiative (UASI) grant which provided first responders within the South Florida region emergency response equipment and training.

Former Deputy Commander of the South District Substation, with operational control over 220 personnel and responsibility for providing patrol, detective, crime suppression and Community Police - Neighborhood Enforcement Teams to a 14 square mile, culturally diverse area containing over 195,000 residents.

Recognized and commended for a progressive and participatory leadership style, successfully combining proactive methods of management, employee training and development. Special emphasis has been on obtaining a well-rounded management focus, developing innovative policies, projects and programs, and motivating officers and employees to exceed objectives for quality and quantity of work, while continuing to maintain the highest standards of law enforcement ethics and professionalism.

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EXPERIENCE:

RICHARD M. BLOM, EXPERT WITNESS AND CONSULTING, LLC - 2019 – PRESENT.

Provide informed opinions, detailed analysis, and authoritative testimony concerning the policies, procedures, and practices that govern law enforcement and public safety organizations.

City of Miami - City Hall 2018 – 2019

Chief of Staff for Commissioner Joe Carollo
Feb. 2018 – Aug. 2019

Some of my duties and responsibilities as Chief of Staff were to:

- Serve as an advisor in the areas of public safety and security.
- Manage the commissioner's staff
- Create and maintain relationships in order to enable and/or enhance initiatives.
- Assist with the hiring of key personnel.

CITY OF DORAL POLICE DEPARTEMNT, 2013 - 2014

Chief of Police
Feb. 2013 – July 2014

Responsible for all law enforcement as well as public safety services for the City of Doral.

Created and implemented tactical and strategic plans and practices to expand departmental capabilities, grow and develop personnel and change the culture of the organization. Created and implemented a strategic plan to expand the department's capabilities and increase community partnerships as well as a tactical plan to decrease crime. Introduced prudent policies and procedures that assisted in enhancing organizational efficiency and operational effectiveness. Collaborated with community members, groups and organizations in order to address neighborhood issues and improve public safety. Initiated, maintained or enhanced partnerships with local, state and federal law enforcement agencies. Coordinated community outreach through events, media and community involvement.

CITY OF MIAMI POLICE DEPARTMENT, 2009 - 2012

Assistant Police Chief – (Investigations Division)

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Nov. 2011 – Feb. 2012

Oversaw the Investigations Division where follow-up investigations of serious crimes are performed by investigators assigned to units within the division which consisted of Homicide/Domestic Violence, Sexual Battery/Child Abuse, Juvenile, Robbery, Burglary, Auto Theft, Economic Crimes, and the Pawnshop Unit. Additionally, the Section also manages the Crime Scene Investigations Unit which provides specialized evidence collection techniques at crime scenes and within controlled technical facilities isolated from crime scenes and the Warrant Management Detail. The Victims Advocate staff providing assistance to individuals who have suffered loss as the result of a crime is also administered within the Criminal Investigations Section. A 24-hour CIS Desk and Validations Detail supports the investigators with access to the Florida Crime Information Center and National Crime Information Center. Responsible for allocation, distribution, maintenance and documentation of all investigative budgeted funds as well as numerous local, state and federal grants.

Assistant Police Chief – (Field Operations Division)
Dec. 2009 – Oct. 2011

Responsible for the day-to-day delivery of a wide range of police services within the City of Miami. It is comprised of the uniformed men and women assigned to the three Patrol Districts and that also serve the City's Neighborhood Enhancement Team (NET) service areas. Field Operations Division officers are assigned to the various specialized units such as the Marine Patrol, Mounted Patrol, Traffic Unit, Canine Detail, and Special Threat Response Unit (including Special Weapons and Tactical SWAT). Working closely with the citizens of Miami, officers assigned to the Field Operations Division are actively engaged in the Department's community policing program. Field Operations Division personnel focus on the terrorism threat to the citizens and visitors in Miami and coordinate with federal and regional governmental entities tasked with counter-terrorism and homeland security issues. The Division's officers also conduct tactical crime suppression operations, and through the Community Affairs Section and engage in various community involvement programs. Responsible for allocation, distribution, maintenance and documentation of all budgeted funds in the division as well as numerous local, state and federal grants.

MIAMI-DADE SCHOOLS POLICE DEPARTMENT, 2006 - 2008

POLICE MAJOR - (Administration Division)

Managed a \$23 million budget that included all expenses for 300 sworn, civilian, full-time and part-time personnel. Accountable for the purchasing of

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all equipment, supplies and contractual services, as well as ensured that all purchases fell within departmental and district guidelines.

During my tenure I created a model instrument for promotion, testing and development. I was also responsible for developing new policies, procedures and guidelines in regard to inventory control of all departmental equipment, as well as the storage, maintenance and retrieval of police evidence.

Developed and revised policies, procedures and guidelines in regard to the recruitment, hiring, training and the promotional process of all sworn personnel. Actively participated in the procurement as well as the allocation, distribution, maintenance and documentation of departmental grant programs.

CITY OF MIAMI POLICE DEPARTMENT, 1975 - 2006

POLICE CAPTAIN - (Operations Division) 2004 – July, 2006

Commander - Office of Emergency Management and Homeland Security. Create and maintain a comprehensive program to address prevention, mitigation, response and recovery procedures to natural disasters, as well as terrorist-initiated events. Was the “Point of Contact” for the allocation and distribution of Urban Area Security Initiative (UASI) Grant funds for the Tri-County area.

POLICE CAPTAIN - (Investigations Division) 2003 – 2004 - Deputy

Commander of Criminal Investigations Section. Oversee the operations and administration of all criminal investigations. Put into action new policies, plans and procedures in order to achieve a more efficient and effective operation.

POLICE CAPTAIN - (Administration Division) 2000 – 2003. Review, modify and implement policies in areas of public record retention, destruction, storage and dissemination.

POLICE CAPTAIN - (Investigations Division) - Section Commander - Investigative Support Services 1998 - 2000. Direct and guide a staff of 63 forensic and Criminal Information Specialists in the support of over 150 investigators.

POLICE CAPTAIN - (Operations Division) - Deputy Commanding Officer - South District Substation – 1996 -1998. Second in command of all law enforcement services, while maintaining direct command and responsibility over 220 subordinate commanders, supervisors and police officers. Administer an \$18 million operations budget. Accountable to supervise the District’s Community and Problem-Oriented Policing efforts. Directly responsible for expanding the district’s training efforts to include crime prevention and standard investigative procedures for all officers.

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POLICE LIEUTENANT - Commanding Officer - Special Investigations Unit - 1990 -1996. Administered a \$1.1 million budget and managed 45 officers and employees in an elite law enforcement and special operations division including units such as Vice/Narcotics, Intelligence, Dignitary Protection, the Bomb Squad and the Money Laundering Detail.

POLICE LIEUTENANT - Commanding Officer - Crime Prevention Unit - 1988-1990. Provided modern leadership and enhanced training for personnel assigned as the forerunner of today's Community-Oriented Police Officers. Procured new sources of funding, expanded training and revitalized department programs. Earned certification as a State of Florida Crime Prevention Practitioner.

POLICE LIEUTENANT - Patrol District Commander - 1987-1988. Responsible for 84 officers, supervisors and support personnel on a patrol shift. Increased morale, showed personal leadership in the areas of career development.

POLICE SERGEANT - Computer Systems Unit - Field Operations Supervisor (Uniform Patrol) 1981-1987. Developed supervisory, leadership and management skills. Ensured the proper staffing, training, and equipment in order to conduct efficient patrol operations.

POLICE OFFICER - Computer Systems Unit - Field Operations (Uniform Patrol) - 1975-1981.

SEAMAN, U.S. NAVY / JAN. 1970 – NOV. 1973 (U.S.S Frederick LST 1184 Western Pacific deployment)

EXPERTISE:

- Creating and implementing fiscal initiatives as well as administrative procedures in order to assist organizations operate in a more effective and efficient manner.
- Procurement, distribution and maintenance of forfeiture and trust funds resulting in cost-saving and effective solutions to personnel and equipment needs.
- Strong leadership skills with specific strengths in organizing, motivating and developing personnel and providing leadership by example through personal training and accomplishments, excellent performance in daily operations and special projects and programs.
- Public Speaking and Media Relations.

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- Providing command leadership, developing a “team attitude” and providing participatory supervision opportunities in all areas of innovative organizations.
- Conducting highly-detailed and long-term criminal and special investigations.
- Implementing Community and Problem-Oriented Policing, Public Relations and Crime Prevention principles.
- Planning and executing special events, dignitary protection, riot and crowd control in coordination other law enforcement agencies.

OUTSTANDING CAREER ACCOMPLISHMENTS:

- Implemented several fiscal initiatives as well as administrative procedures to assist organizations operate in a more effective and efficient manner.
- Initiated “The Commercial Vehicle Detail” which Focused on making the roads of Miami safer and also generated \$750,000 in weight and safety violations in its first year.
- Created a model instrument for promotion, testing and development which is now being replicated by other law enforcement organizations. This initiative is designed to encourage employee growth and development and ultimately provide a more effective delivery of services by the organization. [
- Presented the Miami Commissioners with “The Retired Reserve Officer Program”. This program was designed to utilize retired officers to fill specified police positions at a substantially reduced salary. This initiative was designed to reduce the budget by 3% and while maintaining staffing levels and enhancing employee expertise.
- Initiated the seizure of over \$7.5 MILLION in forfeiture funds during the first operational year of the newly-formed Money Laundering Squad. The squad has averaged over \$3 MILLION in forfeitures in each subsequent year.
- Received support from local businesses to institute a district-wide training program in crime prevention and investigative procedures. Long term plan was established to have district officers certified as crime prevention practitioners.
- Launched “Operation Miami Shield”, a police/citizen initiative, in order to strengthen the security of “soft targets” or historically vulnerable structures, facilities, venues or services. This initiative received national recognition and continues to serve not only Miami but the South Florida Region.

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- Organized the Miami Police Department's first "OPEN HOUSE" to bring citizens of Miami, both young and old, closer to their police department.
- Commanded and coordinated dignitary protection efforts with numerous federal, state and local law enforcement agencies during the 1994 Summit of the Americas, whose guests included the President and Vice President of the United States and dozens of foreign dignitaries and heads of state.
- Successfully revitalized the Crime Prevention Unit through advanced training and alternate funding sources. Additionally, the Officer Friendly Program was successfully reactivated.
- Initiated an exchange training program between the Miami Police Department and the Israeli Bomb Squads to further information exchange and expertise in anti-terrorist efforts.
- Recognized with several departmental awards, including Meritorious Service, Team Achievement, Unit Citations, Community Service and Administrative Excellence.
- Numerous letters and certificates of appreciation throughout career for excellent law enforcement service to the department and the community.

EDUCATION:

- ST. THOMAS UNIVERSITY - Masters Degree in Public Management, 1999.
- BARRY UNIVERSITY - Bachelor of Science Degree in Professional Studies, 1995.
- JOHN F. KENNEDY SCHOOL OF GOVERNMENT – Leadership Program – Harvard University, 2010.
- JOHN F. KENNEDY SCHOOL OF GOVERNMENT - Crisis Management: Preparation, performance and leadership seminar Harvard University, 2006.
- FBI HAZARDOUS DEVICES - 160 hours of intensive training methods, techniques and skills in rendering safe all explosive devices, Huntsville, AL, 1994.
- FBI NATIONAL ACADEMY - 440 hours of intensive training in modern concepts of leadership, management, supervision, ethics, fiscal

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accountability and performance excellence in the delivery of law enforcement services to the community, Quantico, VA, 1993.

- PLUS, OVER 2000 HOURS of Advanced Management and Operational Training.

MEMBERSHIPS:

- International Association of Chiefs of Police
- FBI National Academy Associates