

STEVE CONRAD

SUMMARY

Thirty-one years of police experience, with a concentration in leadership and supervision for the last twenty years, including executive-level management for the past sixteen years. A dedicated and creative motivator with excellent communications, problem-solving and team building skills. Strong background in leadership, planning, budgeting, organizing, coordinating, directing, and evaluating major police operations.

EXPERIENCE

GLENDALE POLICE DEPARTMENT
Glendale, AZ

2005-Present

Police Chief

Responsible for providing leadership, oversight and strategic direction to the men and women of the Glendale Police Department, the largest department in the city with over 600 employees and an annual budget in excess of \$70 million.

- Reorganized the department and its operations to more effectively meet the needs of the community and the organization. Changes include the creation of two major bureaus, Support and Operations, and seven subordinate divisions; assuming responsibility for the city's emergency management planning and operations; the creation of a Gang-Fugitive Squad, a Robbery Squad, a Downtown Safety Team, a Fraud Squad, three Neighborhood Response Squads and two Patrol-based Property Crime Squads.
- Conducted a comprehensive analysis of police staffing and law enforcement needs shortly after arriving in Glendale. The study involved an analysis of the workload in the city based on current staffing, crime, time required to handle calls for service and desired levels of service. The study, which has been replicated every year since 2006, has been used for planning purposes and to support annual budget requests.
- With the 2006 opening of the University of Phoenix Stadium in Glendale, organized the Valley-Wide Coalition, which includes representation from sixteen area police departments that have helped to provide staffing for major events at the stadium. Worked with the stadium management company to create a funding agreement to cover the majority of the law enforcement-related expenses during these events. These partnerships, along with others established with federal and state law enforcement agencies, facilitated the development and successful implementation of incident action plans that were used to direct security and traffic control efforts during the annual Fiesta Bowl, the BCS National Championship Bowl Games in 2007 and 2011, and Super Bowl XLII in 2008.
- In response to rising crime, developed Strategies for a Safer City, which focuses efforts on six guiding strategies: identifying and arresting repeat offenders; utilizing effective tactics; reducing visible signs of disorder; increasing traffic safety; increasing public outreach and involvement; and enhancing the information infrastructure to properly support enforcement efforts. Violent crime has fallen in Glendale four of the past six years.
- In an effort to enhance the department's commitment to community policing, created Patrol-based citizen advisory committees, established quarterly community crime prevention forums, re-implemented the Citizens Police Academy, and enhanced the use of community volunteers within the department.

- Improved communications and cooperation with the leadership of the Glendale Police Officers Coalition (GPOC), which is the recognized bargaining unit for the department's officers and sergeants. Executive command staff members and the union leadership meet biweekly to discuss and address employee concerns. Annual union-management retreats are held to identify areas of concern and opportunities for future improvements.
- In an effort to enhance the Department's commitment to professionalism, worked to maintain the Department's accreditation certification through the Commission on Accreditation for Law Enforcement Agencies (CALEA). This ongoing effort involves strict adherence to the CALEA standards through policy development, implementation and training; internal audits and inspections of current operations and processes, on-site inspections of the department by CALEA assessors, and appearances before the Commission resulting in re-accreditation in 2006 and again in 2009.
- Represented the police chiefs of Maricopa County since 2007, as a Governor-appointed member of the Central Regional Advisory Committee for Homeland Security. The committee is responsible for reviewing all homeland security grants and making funding recommendations to the governor consistent with available federal funding.
- Represented Arizona police chiefs from cities with populations of greater than 100,000 since 2010, on the board of the Arizona Auto Theft Authority. This state department's mission is to deter vehicle theft in Arizona through a cooperative effort by supporting law enforcement activities, vertical prosecution and public education programs.

LOUISVILLE METRO POLICE DEPARTMENT
Louisville, KY

2003-2005

Assistant Chief

Commander of the Administrative Bureau, responsible for the day-to-day administration of the department, including oversight of the police employees assigned to Human Resources, Budget Development, Grants Management, Fleet Operations, Property Management, Records, Crime Analysis, Planning and Information Technology.

- Within days of the merger of the governments of Louisville and Jefferson County, Kentucky, was named the police department's merger manager; successfully organized and chaired a committee of over 200 police employees in the development of a strategic plan for the merger of the Louisville Division of Police and the Jefferson County Police Department. This committee developed the new department's mission and values statements and identified 171 key tasks necessary for the completion of the police merger.
- Working in concert with the chief and other two assistant chiefs organized the new department with a focus on the delivery of quality services; efforts included the selection of a command staff, the development of a new organizational structure, the decentralization and elimination of numerous centralized investigative units, the redesign of patrol areas, and the selection and procurement of new uniforms, badges, patches and vehicle markings.
- Acting as the chief's representative with the five different labor unions representing the department's employees, successfully negotiated four contracts resulting in pay parity for the former city and/or former county employees and the resolution of numerous economic and non-economic conflicts. Also involved in the resolution of grievances resulting over the application of the various contracts.
- Developed the first merged budget for the new department, which totaled over \$120 million and in the development of subsequent annual budgets with a focus on infrastructure improvements, civilianization, facilities and the implementation of new technologies.

LOUISVILLE DIVISION OF POLICE
Louisville, KY

1980-2003

Captain

1999-2003

Commander of the Technical Services and Support Unit, responsible for the management of over 130 police employees assigned to the Communications Section, Records Room, Computer Center, Property Room, Supply Room, Photo Lab and Impoundment Lot; and for the management of over a \$5 million unit budget.

Assistant Chief

1997-1999

Commander of the Office of Community Policing, responsible for the transition of the Division of Police to a community policing orientation, and instrumental in the effort to address serious crime through the CrimeStat process.

Captain

1995-1997

Commander of the Second Police District, which included the downtown area and the neighborhoods to the east and west; responsible for the supervision of more than 100 police employees, including bike and foot patrol officers, and for the management of a \$5.2 million budget.

Lieutenant

1991-1995

Assistant District Commander of the Fourth Police District from 1993 to 1995; Staff Services Unit from 1992 to 1993; Platoon Commander in the Third District from 1991 to 1993

Sergeant

1989-1991

Administrative Sergeant of the Intelligence Unit

Detective

1984-1989

Criminal Intelligence Unit

Patrol Officer

1980-1984

Patrol duties in the Fourth and Sixth Districts

EDUCATION AND SPECIALIZED TRAINING

UNIVERSITY OF LOUISVILLE, Louisville, Kentucky

- Master of Science with concentration in Community Development, 1984
- Bachelors of Science with concentration in Police Administration (with Honors), 1979

IACP LEADERSHIP IN POLICE ORGANIZATIONS

- Class 9, Arizona POST, Glendale, AZ, January – June 2009

FBI NATIONAL ACADEMY, Quantico, Virginia

- 179th Session, October - December 1994

SOUTHERN POLICE INSTITUTE, UNIVERSITY OF LOUISVILLE, Louisville, Kentucky

- 85th Administrative Officer's Course, February - May 1991