



Darryl D. DeSousa
40th Police Commissioner
Baltimore Police Department

Baltimore Police Department

Deputy Police Commission – Patrol Bureau, August 2017 - Present

This bureau is comprised of 3 divisions with more than 1000 sworn and civilian personnel. Areas of responsibility include:

- Patrol – all uniformed members within the department’s 9 districts.
- Community Collaboration – oversees community policing
- Special Operations Division – includes SWAT, Mounted Police, Motors, Special Events, Marine and Aviation

Visiting Fellow – International Association of Chiefs of Police, August 2016 to August 2017

Also continuing to support the work of the IACP, by overseeing the training of a delegation of 10 law enforcement officials from Saudi Arabia who are receiving instruction on crime scene management, forensics and civil disturbance.

Deputy Police Commissioner - Administrative Bureau , August, 2015 to August 2016

Directed and influenced daily operations and managed the effective utilization of personnel resources. Responsible for the development and implementation of a broad training regimen, maintenance of the forensic laboratory, evidence collection and control, prisoner handling, housing, records management, emergency services communications, information technology, fleet management, and facilities maintenance. Instrumental in implementing the body worn camera program.

Colonel, Chief of Patrol – Neighborhood Patrol Division, July 2013 to August 2015

Supervised, directed, and influenced the daily operations of approximately 2000 sworn and civilian personnel. Responsible for the daily oversight of nine police divisions, adult and juvenile prisoner handling and housing, city wide narcotics enforcement, multi-jurisdictional task force groups, along with special operations, to include SWAT, Marine, Mounted, Motors, Aviation, K9. Practical application to nationally recognized best practices with regards to the law enforcement profession. Managed the effective utilization of personnel, budget, and resources.

Lieutenant Colonel, Area Commander – Neighborhood Patrol Division, December 2012 to July 2013

Supervised, directed, and influenced the daily operations of approximately 700 sworn and civilian personnel. Responsible for the daily oversight of three police districts, city wide narcotics enforcement, multi-jurisdictional task force groups, along with special operations – to include SWAT, Marine, Mounted, Motors, Aviation, K9. Managed the effective utilization of personnel, money and resources.

Major, Commanding Officer – Northeast District, January 2011 to December 2012

Supervised, directed, and influenced the daily operations of approximately 200 personnel assigned to the Northeast District. Ability to envision, develop and deploy strategies, resulting in record crime reduction during tenure as the commanding officer. Staunch advocate for the effective collaboration with external stakeholders, in order to achieve desired results; to include building community relationships from the ground up. Created several community based crime reduction strategies resulting in the increased level of trust between the police and the community served. Departmental Trial Board Chairman and Subject Matter Expert for various supervisory promotional exams.

Deputy Major, Assistant Commanding Officer – Northeast District, August 2008 to January 2011

Assisted in commanding officers and influencing the daily operations of approximately 200 personnel assigned to the Northeast District. Ability to envision, develop and deploy strategies, resulting in record crime reduction during tenure as the commanding officer. Departmental Trial Board Chairman and Subject Matter Expert for various supervisory promotional exams.

Lieutenant, Shift / Operations Commander – Southeast District, May 2007 to August 2008

Directed, and influenced the daily operations of a 45 person patrol shift, as well as a 15 person operational unit. Orchestrated “Operation Smack Down” a narcotics enforcement initiative in partnership with the Baltimore City States Attorney’s Office, resulting in over 40 grand jury indictments. Managed the effective utilization of personnel, budget and resources. Departmental Trial Board member.

Detective Sergeant, Cyber-Crimes Unit – Organized Crime Division, May 2003 to May 2007

Instrumental leadership and development of the incipient Baltimore Police Department Cyber Crimes Unit. Responsible for all aspects of early departmental cyber-crimes activity and tracking. Attained valued membership for the Cyber Crimes Unit with the Maryland chapter of Internet Crimes Against Children Task Force.

Detective Sergeant, District Detective Unit – Northeast District, May 2001 to May 2003

Supervised and influenced the daily activities of the District Detective Unit. Directly responsible for the supervision of non-fatal shootings, robberies and burglaries. Results oriented approach, led to significantly higher clearance rates than predecessors. Many of these practices have been authored into formal standard operating procedures for the detective division.

First Commander in the history of the Baltimore City Police Department to participate in the International Association of Chiefs of Police Chiefs (IACP) fellowship program. As a Visiting Fellow knowledge and skills were expanded in the areas of leadership, agency administration, policy development, long-range planning, program implementation, and evaluation-based research. Worked alongside IACP staff and consultants to gain a broad understanding of national and international policing and theory. Participated in several national and international law enforcement policy and research projects, including:

- Served as a task force member to address global violence against police. This group addressed critical issues and provided tangible recommendations and resources to the law enforcement community on how to identify risk factors and reduce harm.

- Participated on the National Consensus Policy on Use of Force Committee charged with developing a template for policies and procedures.
- Selected to work directly with the Executive Director of the IACP to develop strategic partnerships with non-profit organizations, corporations and legislative officials. These relationships resulted in the development of programs and services and the introduction of best practices to improve public safety and to build community trust and transparency within law enforcement.
- Created and facilitated programing for the Inaugural *Transformation Inside-Out Program*, sponsored by the IACP. Over a period of 2 semesters, law enforcement personnel were linked with students from Howard University and community residents from the District of Columbia and Baltimore, MD. Together the group evaluated existing policing policy, practices and procedures and engaged in dialogue to identify ways to build trust and increase transparency between law enforcement and those they serve. Participants earned college credits and certifications. The program received national recognition and was featured on *CBS Nightly News*.
- As Deputy Police Commissioner, led an Advisory Group to review the legal implementations of body worn cameras and test their use in the Baltimore Police Department. The findings and recommendations from this group were authored into formal standard operating procedure and used to introduce the program throughout the department.
- As a Detective Sergeant, led the first ever Cyber-Crime Unit for the Baltimore Police Department, focusing on cell phone and computer forensics, on-line crimes, and video evidence retrieval.

Education:

Morgan State University · Baltimore, MD · December 2017

Bachelor of Arts

The Leadership, A Program of the Greater Baltimore Committee · Baltimore, MD · 2014

Honors and Awards:

2017 Visiting Fellow, International Association of Chiefs of Police

2017 Asian American Economic Development Corporation Honoree

2013 Jose O. Ruiz Achievement Award

2011 Baltimore Police Department - Commissioner's Top Gun Award

2010 Coldstream-Homestead Montebello Outstanding Service and Commitment Deputy Major

2009 Certificate of Recognition Belair-Edison Community Association

2008 City of Baltimore Mayor Shelia Dixon Citation to Deputy Major

2008 Office of the State's Attorney Patricia Jessemy from Baltimore City to Lieutenant

2004 Baltimore Police Department - Special Certificate of Recognition

2002 Maryland Municipal League Police Executive Association Top Cop Award

2001 Baltimore Police Department - Unit Citation Award Criminal Investigations

1999 Baltimore Police Department - Unit Citation Award NWD Operations Award

1995 Baltimore Police Department -Violent Crime Task Force Unit Citation Award

1995 City of Baltimore Mayor Kirk Schmoke Citation to Police Officer

1992 Baltimore Police Department - Unit Citation Mounted Division

1989 Baltimore Police Department - Bronze Star Award

Professional Affiliations:

Trustee - Baltimore Fire and Police Employee's Retirement System,
Executive Board Member - F.L. Templeton Preparatory Academy,
Fraternal Order of Police,
National Organization for Black Law Enforcement Professionals "NOBLE",
Vanguard Justice Society,
Alpha Mu Gamma