

MIKE S. SAMPLE

SENIOR LEADERSHIP ▪ LAW ENFORCEMENT ▪ SAFETY & SECURITY MANAGEMENT

Thought Leader in developing security and safety policies, programs, and strategies

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Dynamic leader with a broad law enforcement background and proven success providing the strategic direction to identify and remove physical security and safety issues. Recognized for expertise in budget management, program development, policy, government, legal, operational, compliance, risk assessment, and privacy. Build, coach, and lead inclusive teams while inspiring a security-aware culture. Eager to drive positive change as a thought leader in law enforcement and security.

**Strategic Planning ▪ People Management ▪ Security Operations ▪ Access Control & Surveillance Systems
Security Risk Management ▪ Process Improvement ▪ Vendor Management ▪ Program & Project Management
Culture Building ▪ Crisis Management ▪ Cross-Functional Collaboration ▪ Business Continuity ▪ Reporting & Analysis**

PROFESSIONAL EXPERIENCE

Austin Police Department | Austin, TX | 1998-2021

OPERATIONS LIEUTENANT (2017-2021)

Guide the strategic direction to maximize community safety and security through policy development and enforcement, programs, strategies, and leadership. Manage operations, strategic initiatives, and critical incident responses. Lead top law enforcement teams handling performance reviews and evaluations. Forecast, develop, and manage divisional budgets.

- ◆ Recognized as **law enforcement and security thought leader** serving on boards, commissions, and committees.
- ◆ Selected as **Initial Response Incident Commander** providing leadership in response to critical incidents.
- ◆ Own security operations, risk management, and compliance while **driving the overall security posture**.
- ◆ Drive change by leveraging data analysis and reports to **recommend new policies, technology, and best practices**.
- ◆ Serve as the **division's executive officer/acting commander** ensuring compliance with policies and procedures.

ACTING COMMANDER (2018-2019)

Selected into coveted position to direct patrol services for the Southeast Area Command. Motivated and led cross-functional teams of two lieutenants, 100+ patrol staff, and several community engagement officers. Managed a \$600K annual budget.

- ◆ **Advanced security operations** across South Substation through effective leadership and threat/risk assessment.
- ◆ **Guided policy development, governance, and prioritization** as a key member on the Policy Review Committee.
- ◆ **Served as subject matter expert in law enforcement policy**, community engagement policy, and implementing the mission and vision statements to "collaborate with the community to make Austin the safest city in America."

PATROL SERGEANT - PARK PATROL UNIT (2014-2017)

Directed security operations to maximize safety across the city's parks, greenbelts, hike/bike trails, pools, and recreation centers. Implemented direct patrol, targeted operations, and public education to identify and address security threats. Played a role in strategic planning to maximize staffing, budget, equipment, technology, and safety operations.

- ◆ Oversaw **physical security systems, controls, monitoring, and surveillance** activities.
- ◆ Spearheaded **emergency response (Emergency Shelter Operations) initiatives** including hurricanes, flash floods, cold weather, and natural disasters.
- ◆ **Directed security operations** and response for missing persons, homicides, and related searches; executed post crime scene searches and recovery.

PATROL SERGEANT – NORTHEAST AREA PATROL UNIT (2013-2014)

Managed, coached and led a team of patrol officers tasked with responding to emergency 911 calls. Enforced departmental policies and procedures. Introduced team training to elevate effectiveness of patrol investigations and arrests.

- ♦ Integrate technology and best practices and developed **training programs and framework to inspire growth.**
- ♦ Built **effective relationships with internal and external stakeholders** and proactively addressed community and policy-related issues.

DETECTIVE (2007-2013)

Promoted to Detective for the Domestic Violence Emergency Response Team (2007-2008) and Sex Offender Apprehension Registration Unit (2008-2013).

- ♦ **Sex Offender Apprehension and Registration Unit:** Monitored registered sex offenders' adherence to Chapter 62: Sex Offender Registration Program Code of Criminal Procedure. Conducted compliance checks and audits.
- ♦ **Domestic Violence Emergency Response Team:** Investigated domestic violence and dating violence incidents across Austin. Collaborated with internal and external teams spanning Victim Services, District/County Attorney's offices, and municipal/state/federal criminal justice agencies to close cases and prosecute offenders.

REGIONAL PATROL OFFICER (1998-2007)

Handled a variety of safety and security initiatives and responded to emergency calls for service. Ensured adherence to Federal, State, and local laws. Issued traffic citations and warnings. Collected, preserved, and submitted evidence. Questioned complainants, victims, witnesses, and suspects. Transported, booked, and guarded prisoners.

- ♦ Conducted **critical investigations** into unusual/suspicious conditions, traffic accidents, and complaints.
- ♦ **Authored reports on investigations**, vehicle crashes, arrests, and suspicious activities.

EDUCATION & AWARDS

Bachelor of Arts in Criminal Justice | ST. EDWARD'S UNIVERSITY | Austin, TX
Austin PD Leadership Command College | Austin PD Westpoint Leadership Academy
University of Texas Advanced Leadership Certificate | TCOLE Instructor | Mediation Certificate

Awards: Unit of the Year (3x) | Meritorious Unit (3x) | Honorable Conduct – 20 Year | Academic Achievement
Physical Fitness | Superior Service | Essential Service | Master Peace Officer | City of Austin City Manager Award

CREDENTIALS, AFFILIATIONS, & SELECT TRAINING

Credentials: Master Peace Officer | Mental Health Officer | Basic Instructor | Crime Prevention Inspector

Affiliations: Austin Police Association | Combined Law Enforcement Association of Texas | Texas Association of Hostage Negotiators | Hostage Negotiator, Crisis Intervention Negotiation Team | Fugitive Apprehension Unit Member

Select Training: Basic Emergency Operations | FEMA Emergency Operations | Effective Leadership Training | Suicide Prevention | De-Escalation Technique | Active Shooter Response | Defensive Tactics | Diversity Awareness | Incident Response Terror Bombing | Hostage and Barricade Suspect Situations | Explosives Recognition and Awareness | Tactical Trauma Care | Human Trafficking | NIMS ICS All-Hazards Operations Section Chief | Advanced Incident Command System | National Response Framework | NIMS Communications & Information Management | ICS for Single Resources & Initial Action Incident | NIMS Resource Management | Incident Command System | National Incident Management System | Operations Technology in Support of Local Jurisdictions