

SUMMARY OF QUALIFICATIONS

Performance Driven Professional Police and Governmental Executive with proven success in a broad range of government including law enforcement, city government, strategic planning, child dependency, and safety & security in university campus environment.

A Senior Law Enforcement Professional, FBI National Academy and FBI LEEDS graduate with a proven track record of success as a Chief of Police, Executive Lieutenant, Unit Commander and Director of Safety and Security at a large national university. A seasoned, goal oriented and performance driven police executive with over 40 years of demonstrated success in County and municipal law enforcement leadership including administration, operations, management/leadership, investigations, community policing, social services, school resource officers and volunteerism. Knowledgeable in regulations associated with compliance within higher education as related to safety and security/policing of college campus.

<p style="text-align: center;">Professional Strengths</p> <ul style="list-style-type: none">• Seasoned leader in CALEA agency• Organizational improvement• Customer Service focused• Experienced communicator• Experienced problem solver• Strategic thinker• County and municipal leader• Experienced project manager• Community oriented policing• Courtroom Testimony Professional• Encourages Diversity• Continuous self-improvement
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Key Achievements

- A retired police chief within America’s largest nationally accredited sheriff’s office with 6300 employees, including 2,800 certified law enforcement deputies.
- Chief of Police for Broward Sheriff’s Office (BSO) City of Oakland Park with expertise in municipal environments: interacting with City Managers, City Commissions, Homeowners Associations, employees and Collective Bargaining members; as well as the community we serve.
- Director of Campus Safety & Security at a national university and responsible for Clery Act and Title IX Investigations.
- Successfully designed and implemented law enforcement programs for the City of Oakland Park to better carry out the policies and goals of the City Commission and Management, as well as the City’s 48,000 residents (i.e.: Pain Clinic Task Force, Homeland Security/Hardening City Infrastructure, Sexual Predator Ordinance).
- Experienced police chief with proven bottom-line performance and continuous improvement in administrative, operational and financial outcomes including identifying cost sharing and alternative funding sources.
- Developed the infrastructure and managed the Child Protective Investigations Section when the Florida Department of Children & Families contracted with the Broward Sheriff’s Office to be their contractual service provider for child dependency investigations.
- Experience with process improvement and the criteria for attaining Law Enforcement Accreditation (CALEA), Commission for Florida Law Enforcement Accreditation (CFA), International Association of College Law Enforcement Accreditation (IACLEA) and the Florida Sterling Award.
- Proven commitment working in partnership with diverse communities and charitable organizations. Strong proponent and believer in strength through diversity and productive community collaboration. Recipient of Presidential Volunteer Service Award (2010, 2011 & 2012). Awarded the Presidential Volunteer Lifetime Achievement Award in 2014.
- Proven record for being multi-task orientated, focused and completing projects and assignments with efficiency and positive effectiveness, as well as exercising considerable initiative and independent judgment.

- Assisted City of Oakland Park City Manager develop the City's Strategic Plan and Business Plan for several city departments with the emphasis on public safety (police, fire and code enforcement).
- Outstanding time management and organizational skills.
- Exceptional verbal and written communication skills.
- Provided over 1000 hours of sworn testimony in local, state and federal depositions, motions and trials.

PROFESSIONAL EXPERIENCE

Bukata & Associates, Inc
President/CEO

January 2013 to present
Coral Springs, FL

President and owner of Bukata & Associates, Inc. We conduct safety and security assessments and training for public and private businesses in order to minimize risk and liability. We also specialize in the development and interpretation of police policy & procedures and providing expert courtroom testimony in:

- Negligent Security & Premises Liability
- Security/Threat assessments
- Law enforcement accreditation
- Law enforcement litigation
- Law enforcement policies and procedures: development and review
- Law Enforcement Best Practices
- Police use of lethal and less lethal use of force
- Police vehicle pursuits
- College and University security and law enforcement (including access control)
- Corporate and private plant security related matters
- Jeanne Clery Act requirements and investigations
- Crime Prevention
- Crime scene investigations
- Domestic counter terrorism initiatives
- Evidence collection and storage protocols for law enforcement agencies
- Federal Title IX requirements and investigations
- Law enforcement related technology
- Police hiring practices, recruitment, and retention issues
- Preparing for and responding to mass disasters
- Racial Profiling
- Security development and deployment

Lexipol
Professional Services Specialist

August 2018 to present

Lexipol is America's leading provider of risk management policies and resources for public safety organizations. Lexipol offers state-specific policy manuals that are integrated with scenario-based daily training on high-risk, low-frequency events. Lexipol provides more than 150 policies based on federal and state statutes, case law, regulations and best practices. PREDICTABLE IS PREVENTABLE®

DIRECTOR OF CAMPUS SAFETY AND SECURITY
Johnson & Wales University – N. Miami Campus

March 2013 – June 2017

Responsible for the overall operation, administration, and management of the Department of Campus Safety & Security (CSS) including emergency management, transportation (Fleet) and security threat assessments; as well as for building relationships which reflects positively upon our university. Supervises and develops the department staff, facilitating professional opportunities to improve individual capability and managing performance against job accountabilities, department goals, and established university, campus and department policies and procedures. In addition, this position is responsible for attaining Accreditation thru IACLEA and meeting all requirements as mandated by the United States Department of Education associated with campus law enforcement/security. Initiated "Stop the Bleed" campaign training and hardware and brought Narcan to the campus including mandating training for CSS personnel.

CHIEF OF POLICE – CITY OF OAKLAND PARK
BROWARD SHERIFF'S OFFICE (BSO), Florida

2006 – December 2012

Responsible for the overall operation, administration, and management of police services for the City of Oakland Park; including emergency management, which has an annual operating budget of \$13 million, 88 sworn officers & 10 civilians. Plan, direct, coordinate, supervise and evaluate the activities of Police Department personnel in preserving order, protecting life and property and in enforcing laws/ordinances. Initially served as Assistant Chief for the City.

- Work in team environment with other City department heads and police union leaders to resolve inter-organizational concerns and build professional internal relationships.
- Successfully designed and implemented law enforcement programs for the City to better carry out the policies and goals of the City Council and Management as well as City's 45,000 residents.
- Heavily involved in community and charitable organizations.
- Implement neighborhood resource office to enhance outreach into the community.
- Use of code enforcement deputy to increase compliance in severe code/zoning cases and to address neighborhood/quality of life concerns.
- Maintain high law enforcement service levels, despite 30% increase in coverage area with 5 % budget reduction.
- Received national recognition for efforts to address pain clinics, including the appointment of a deputy to the Office of the President as part of a White House Task Force. First In Broward County to address the Pill Mill trend prior to judicial or legislative attention.
- Coordinated renovation of 18,000 square foot district office and two-room holding cell area and coordinated relocation efforts.
- Increased community outreach and municipal relations with Hispanics, Gay Lesbian Bisexual Transgender and other minority/interest groups; participation in US citizenship classes with Hispanic Unity of South Florida.
- Implemented use of technology; including camera surveillance in municipal parks and in governmental facilities, to increase public safety.
- Developed ordinances related to pain clinics, roadside solicitation, sexual predators/offenders, red light cameras and other severe areas of concern to the community.
- Identified "loopholes" noted in Florida Law associated with transient sexual offenders to the attention of the State Legislature who have incorporated said recommendations into the 2011, 2012 & 2013 Legislative sessions.
- Applied for and regularly receive grant funding utilized for implementation of law enforcement strategies within the City.
- Maintain average monthly call levels to support 4,100 calls, with an average of 2,500 arrests annually.
- Implemented a Special Investigative Unit, Bicycle Patrol Unit, Complex Code Enforcement Investigation Unit and Park Safety Unit to combat increased trends in street level crimes and achieved 13 % reduction in Part One offenses from 2007 through 2012.
- Received national recognition for partnership with Hispanic Unity of S. Florida for deputies assisting in the instruction of U.S. citizenship classes. Also, developed and maintained partnerships and other outreach efforts to minority communities.
- Implemented a mentorship program to facilitate employees to further their career and education.
- Created a Sheriff's Explorer Post for 25 Oakland Park youth. This post is completely funded by the Law Enforcement Trust Fund and managed by the BSO Oakland Park deputies.
- Managed the Broward Sheriff's Office School Resource Officer Program 1997 to 1999.

**ASST. CHIEF - EXECUTIVE OFFICER – CENTRAL BROWARD DISTRICT –CHILD PROTECTIVE INVESTIGATIONS – 1997 - 2006
STRATEGIC INVESTIGATIONS DIVISION BROWARD SHERIFF’S OFFICE (BSO)**

Central Broward (2004-2006) Served as the Executive Officer (Assistant Police Chief) within this BSO district reporting directly to the District Chief. Responsible for managing a 5.5-million-dollar budget and all operational needs associated with servicing the unincorporated central Broward community of 25,000 residents.

Child Protective Investigations Section (CPIS) (2000-2004): Lieutenant of Operations; responsible for the operation, administration, and investigative activities of CPIS which is responsible for the timely investigation of all child abuse complaints in Broward County (with 1.8 million residents). Since Broward ranks high among Florida counties for the number of abuse reports received annually (15,000 cases), extensive resources were devoted to this section including 101 investigators, 25 supervisors/managers and 37 support personnel (budget \$12 million).

Strategic Investigations Division (SID) (1997-2000) Served as the Countywide Executive Lieutenant for SID (includes Major Narcotics, Vice, Street Narcotics, Multi-Agency Gang Task Force Commander, Gang Investigations, Child Pornography & Internet Crimes against Children Task Force, School Resource Officer program). Directed all administrative and operational functions of the section. Additional responsibilities included budget preparation, grant writing, coordination, command, control and direction of all administrative and operational activities of the Division. (Budget 10 million and 65 personnel)

POLICE SERGEANT – DETECTIVE/DEPUTY SHERIFF BROWARD SHERIFF’S OFFICE (BSO)

1983 - 1997

Organized Crime Division: Domestic Interdiction Unit, Domestic and International drug smuggling and money laundering investigations.

POLICE OFFICER - CITY OF FT. LAUDERDALE

1981 – 1983

ADDITIONAL EMPLOYMENT:

Institute for Intergovernmental Research Facilitator (via Bukata & Associates) Dec 2017 to September 2020

Lexipol Professional Services Representative (Part-Time) (Police Policy & Procedure Development) August 2018 to Present

Lexipol Florida Subject Liaison (via Bukata & Associates) Nov 2015 to August 2018

Police Officer (Part-Time) City of Sunrise Florida April 2021 to Current

Police Officer (Part-Time) Town of Hillsboro Beach FL. State of Florida sworn police officer assigned to training and organizational development and Marine Patrol. January 2014 to April 2021

Nova Southeastern University, Adjunct Instructor, Undergraduate Criminal Justice program; 2009 to 2014

Broward College: Institute of Public Safety Institute. Police Academy Instructor June 2002 to 2004, 2009 to 2017 & 2/2019 to Present

Broward College: Adjunct Instructor, Undergraduate Criminal Justice 2009 to 2017

University of Phoenix, S. Florida Campus, Instructor, Undergraduate Criminal Justice, General Studies and Undergraduate Business and Management; March 2002 to June 2014.

Police Officer (Reserve) City of Miramar, FL; State of Florida sworn police officer assigned to training, organizational development. May 2013 to December 2013

University of Phoenix: Online, Adjunct Instructor and Mentor, Undergraduate Criminal Justice, General Studies and Management. June 2002 to June 2004.

University of Phoenix: Area Chair for Undergraduate Business and Management, Ft. Lauderdale, FL Campus. January 2004 to 2005.

University of Phoenix: Area Chair for Criminal Justice Administration, Ft. Lauderdale, FL Campus. November 2002 to December 2003.

EDUCATION

Education and Career Development

- **University of Phoenix (S. Florida Campus)**
M.A. Organizational Management, 2001
- **Graduate of the FBI National Academy, 236 Session,**
Quantico, VA, 2009
- **State of Florida Certified Police Instructor**
- **Graduate of the FBI Law Enforcement Executive Development Seminar, 70th Session,** Quantico, VA, 2012
- **FEMA Incident Command National Certification:** IS-100, IS-100.Ieb, IS-200, IS-300, IS-400, IS-700 & IS-800.A, IS-800.B, IS00005.a, IS-00240.b, IS-00907, IS-00042, IS-00120.a, IS-0052 (Public Works Role in Emergency Mgt)
- **Barry University, Miami Shores, FL**
Bachelor of Professional Studies, 1999
- **Graduate of the Southern Police Institute Command Officers Development Course,** University of Louisville, 1995
- **Federal Title IX and Jeanne Clery Act Investigations**
- **Sexual Assault on College Campus Investigator**
- **Adjunct Criminal Justice Professor** at Nova Southeastern University, University of Phoenix (former), Broward Collage and Institute of Public Safety instructing undergraduate criminal justice, business management and organizational development.
- **Florida Police Accreditation Manager**
- **Certified Police Marine Patrol Officer**

Community Leadership – Professional Memberships – Professional Awards

Leadership – Professional Memberships

- FBI National Academy Associates (FBINAA) (Since 2009)
- FBI Law Enforcement Executive Development Association (FBI LEEDA) (Since 2012)
- International Association of Chiefs of Police (IACP) (Life member)
- Broward County Chiefs of Police Association (Since 1997)
- Florida Sheriffs Association (FSA) (Since 1997)
- National Sheriff's Association (NSA)
- Board Member, Kiwanis of Oakland Park (2006 to 2009)
- Member, Kiwanis of Oakland Park (2006 to 2012)
- Volunteer Firefighter, Coral Springs, FL (1980 to 1982)
- South Florida Area Representative FBINAA (2011, 2012, 2013, 2014 & 2015)
- International Association of Campus Law Enforcement Administrators (IACLEA) (2014-2018)
- Miami-Dade County Association of Chiefs of Police (2014-2017)
- Florida Police Chief Association (Since 2015)
- American Society of Industrial Security (ASIS) member (Since 2017 -2020)

Professional/Community Awards

- Named "Outstanding Law Enforcement Officer" by U.S. Attorney's Office, Southern District of Florida, 1999, "BSO 1997 Co-Deputy of the Year", "Deputy of Month" (6 times), Exceptional Service Award (3 times)
- University of Phoenix Faculty of the Year 2004
- GLBT Presidential Pride Award, June 2010
- Cystic Fibrosis Foundation's "South Florida's Finest Couples" Recipient, September 2010
- Joe DiMaggio Children's Hospital Recognition for Tour de Broward 2010, 2011 & 2012
- BSO Volunteer of the Year Recipient, 2012
- American Cancer Society Relay for Life Committee representing Broward Sheriff (2009, 2010, 2011 & 2012)
- Recipient of over 130 public and BSO letters of commendation
- City of Oakland Park Champion Award; 2012
- U.S. Presidential Volunteer Service Award 2010, 2011, 2012
- U.S. President's Lifetime Volunteer Achievement Award 2014
- 2015, 2016, 2017, 2018 & 2019 Anti-Defamation League Excellence in Law Enforcement Award Committee