

Sylvia Aguilar

CAREER PROFILE

A respected, results-oriented, high-energy law enforcement executive/advisor with 25 years of progressively responsible experience in the public service arena. Highly developed administrative and analytical skills as evidenced by the ability to continuously improve department operations. Demonstrated proficiency in consensus building, team building and executive liaison affairs. Graduate of FBI National Academy Class 221, TECLEOSE certified instructor, published author, inductee into Texas Women's Hall of Fame (Public Service). Fluent Spanish language skills.

Key Areas of Expertise Include:

- Operations Management & Policy Development
- Budget Management
- Skills Assessment Testing Programs
- Community Partnerships
- Human Resources
- Training & Professional Development
- Problem Solving & Decision Making
- Multi-Agency Collaboration
- Mexican Liaison
- Airport Operations
- Auxiliary Support
- Strategic Planning
- Staff Recruitment & Retention
- Project Administration/Management
- Internal Investigations & Mediation
- EEO Initiatives & Compliance
- Conflict Resolution
- Executive Presentations
- Organizational & Process Development
- Major Crime Investigations
- Crisis Team Management
- Public Integrity Investigations

PROFESSIONAL EXPERIENCE

CITY OF EL PASO POLICE DEPARTMENT (Retired)

1982-2007

The El Paso Police Department is a large police force with over 1,100 commissioned officers and approximately 300 civilian support personnel utilizing a Community Policing philosophy, management style, and organizational strategy.

Distinguished law-enforcement career advancing through increasingly responsible managerial, technical and quality roles based on leadership abilities, and dedication to public service.

Career highlights include:

Executive Manager/Deputy Chief of Police (Retired) – Regional Operations, 2004-2007

High profile, executive-level management position reporting directly to the Assistant Chief of Police. Oversee and direct daily activities of four divisions. Provide decisive, proactive leadership and

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operational management expertise for up to 500 employees with five direct reports. Administer and manage budget of approximately \$25 million.

- Instrumental in policy, training and employee development initiatives; strategic planning; and crime reduction programs.
- Oversee Major Crime Bureau
- Play an integral role in employee recruitment and retention programs.
- Direct and manage inter-department investigations.
- Demonstrated proficiency in consensus building, team building and executive liaison affairs.
- Manage community outreach and community policing programs throughout region as part of the Department's long-term commitment to cooperative community relations.

PROFESSIONAL EXPERIENCE

EL PASO POLICE DEPARTMENT (Continued ...)

Senior Operations Manager/Commander – Airport Operations, 2004

Upper-level management position directing daily operations of 100 employees. Collaborating with airport officials, air carrier employees and TSA in enforcing the laws and maintaining the integrity of the security measures at the El Paso International Airport. Directed units within the Tactical Support Section to include the Bomb Squad, Crisis Management Team, Combined Search and Rescue Unit, and the Special Weapons and Tactics Team. Held directly accountable for community partnership initiatives; crime reduction programs; employee professional development, training and evaluation; strategic planning; and budget management.

Senior Operations Manager/Commander – Northeast Regional Command, 1999-2004

Upper-level management position directing daily operations of 130 employees. Held directly accountable for community partnership initiatives; crime reduction programs; employee professional development, training and evaluation; strategic planning; and budget management.

Senior Operations Manager/Captain – Special Investigations Group, 1999

Upper-level management position directing daily operations of 100 employees. Held directly accountable for directed investigations targeting narcotics, intelligence, auto theft and public corruption. Developed partnership initiatives; crime reduction programs; employee professional development training and evaluation; strategic planning and budget management

Operations Manager/Lieutenant – Operations/Investigations, 1992-1999

Mid-level management position maintaining and directing various units and operations within the El Paso Police Department. Development and Implementation of activities, programs and projects focused on providing quality service, crime reduction and employee development and training. Held accountable for developing and maintaining community partnerships and multi-jurisdictional activities.

Assessment Testing Program Manager

Instrumental in the development and administration of the Department's Assessment Testing Program for mid-level management professionals. Recognized as subject matter expert in development of written exams for the program. Invited to assist in similar program development for

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police departments nationwide, including Tulsa, Oklahoma City, Columbus, Albuquerque, El Paso County Sheriff's Department.

PROFESSIONAL DEVELOPMENT & CERTIFICATIONS

FBI National Academy Graduate, Session 221 2005

Certifications:

Emergency Response & Preparedness Management

Crisis Response Management

Critical Incident Management Systems

TECLOSE Instructor

EDUCATION

Master of Arts in Organizational Management 2002
University of Phoenix

Bachelor of Science in Criminal Justice Administration 1999
Park University

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