

Claudio Antonio Morales



Objective

To fill the position of Chief of Police for the City of El Paso, Texas.

Profile

- Over twenty seven years of experience in law enforcement
- Ten years experience as a professional criminal justice manager
- Ability to direct complex projects from concept to fully operational status
- Goal and results oriented individual with strong leadership capabilities
- Organized, highly motivated, and detail-directed problem solver
- Proven ability to work in unison with staff, volunteers, government officials, and outside agencies maintaining good working relations.
- Proven educator in the field of law enforcement, detentions, and management

Education

Master of Arts in Organizational Management (University of Phoenix, Santa Teresa, NM) 2001

Bachelor of Business Administration (University of Texas at El Paso) 1985

Relevant Experience & Accomplishments

- Program Coordination
- Successfully established training, law enforcement initiatives, and community oriented programs
 - Responsible for overseeing, developing, and management of million dollar division budgets
 - Managed and secured funding for different operations and initiatives totaling over 20 million dollars through grants.
 - Designed employee-training programs, development plans, conducted operational and worksite assessments
 - Worked with employees in developing work related goals and objectives including CALEA and ACC accreditation process
 - Encouraged employees to seek higher education goals
 - Formulated, wrote, and implemented new employee orientation manuals in accordance to accreditation (ACC and CALEA) standards, state, and federal laws
 - Well versed in computer, technical, and other advancements
- Management/Supervision
- Directed recruitment and retention of supervisors and staff.
 - Trained, supervised, coached, and evaluated staff improving performance and management skills.
 - Managed and developed employees into goal-oriented and cohesive groups.
 - Successfully refined and implemented new projects increasing moral and decreasing costs of operations.
 - Responsible for the administration of grant, division, agency, and multi-agency initiatives
 - Held the position of Captain/ Commander for over six years
 - Successfully completed the Sam Houston State University, Bill Blackwood Law Enforcement Management Institute Command College
 - Successfully completed the United States Department of Justice, Drug Enforcement Administration (DEA) Drug Unit Commanders Academy, and the Federal Bureau of Investigation's Command College.

Employment

Division Commander *2004-present*
 El Paso County Sheriff's Office Law Enforcement Bureau
 Responsible for the administration of personnel in five federal drug initiatives, two federal crime task forces, one multi-agency crime enterprise task force, and one border crime initiative involving intelligence gathering, investigation, and prosecution. The division includes field operations, investigations, undercover operations, and prosecution. All these operations are grant funded (total amount of grants exceed 5 million dollars) and require yearly reviews, inspections and re-applications. The operations are all multi-agency and require extensive cooperation among the participating agencies (federal and local agencies). The Division Commander is also responsible for the oversight of each initiative and task forces for the Sheriff's Office.

University Instructor (Part-time) *2002-Present*
 University of Phoenix
 Part-time instructor/facilitator in the Criminal Justice and MBA undergraduate/graduate courses specifically in management, CJ management, law enforcement, corrections, juvenile delinquency, organizational management.

Facility Commander *2001-2004*
 EPCSO Jail Annex Detention Bureau
 Responsible for the administrative duties of operating a detention facility, manage a staff of 350 personnel and responsible for the welfare and safeguard of over 1300 inmates. Member of senior command staff of the department. Prepare reports on budgetary issues, staffing, and training. Maintain a facility inspection ready for annual state inspections and maintain a high degree standard on all personnel. Directed administrative and criminal investigation.

Metro Narcotics Task Force Commander. *2000-2001*
 EPCSO Special Operation Division
 Responsible for the administrative duties of the task force, prepare yearly grant narratives, monthly quarterly, end of calendar year, end of grant year reports, development and implementation of policy and procedures, kept running balance of funds, administered budget, and encouraged subordinates to pursue promotional exams.

Station Commander *1999-2000*
 EPCSO Uniformed Field Operation (Patrol) Division
 Responsible for administrative duties of field operations, assisted in development of goals, policies and procedures for the division, represented the department in civic committees, and encouraged subordinates to pursue promotional exams.

Administrative Lieutenant *1998-1999*
 EPCSO Jail Annex Detention Division
 Training Coordinator for the facility, liaison with outside support agencies, develop policy, liaison with Mexican Consulate, liaison with kitchen, supply, medical staff, and operation personnel. Responsible for administrative dealings of the Jail Annex and encouraged subordinates to pursue promotional exams. Overseer of administrative investigations involving inmates.

Shift Commander Lieutenant EPCSO Jail Annex Detention Division
Participated in the opening of the Jail Annex and in the development of policy and procedures at the new facility. Responsible for shift operations in facility. Training coordinator for the facility, and encouraged subordinates to pursue promotional exams. 1997-1998

Warrant Section Sergeant EPCSO Criminal Investigations Division
Sergeant assigned as Criminal Investigation Warrant Sergeant. Responsible for the operations of the warrant section to include custodian of warrants. Develop and enforce extradition documentation and procedures. Network with federal and local agencies in the apprehension of wanted subjects. Encouraged subordinates to pursue promotional exams. Designed and Developed computer network for the section. 1997

Crime Prevention/Field Sergeant EPCSO Uniformed Field Operations (Patrol)
Sergeant assigned as Crime Prevention Sergeant. Responsible for 14 personnel, developed crime prevention programs and completed the inception of the School Resource Officer Program. Responsible for writing Inter-local agreements and prepared grants, encouraged subordinates to pursue promotional exams. Sergeant assigned as Patrol shift sergeant. Responsible for the daily operations of a patrol shift and the scheduling of 15 officers, review reports and submit required paperwork. 1993-1997

College Instructor (Part-time) El Paso Community College
Part-time instructor in the Crime Justice discipline. Instructor of a variety of courses in the field of law enforcement and corrections. Prepare instructional material for students. 1991-2004

Administration/Support Services/Shift Sergeant EPCSO Detention Division
Sergeant assigned to administrative/support services. Responsible for the operations of support services staff (civil and sworn personnel) and administrative duties such as training coordinator and liaison between agencies, government officials and foreign consulates. Responsible for reviewing and developing division policies and procedures. Shift Sergeant assigned to the Detention Division. Reviewed reports and make personnel assignments and scheduling of 75 officers. Responsible for shift operations of the detention facility. Enhanced the Floor Control Officer concept. 1988-1993

Crime Prevention Officer EPCSO Patrol Division
Patrol Officer assigned as Crime Prevention Officer. Responsible for making public presentations to child and adults on crime prevention, drug use deterrents, driving while intoxicated, and department public relations topics. Certified Crime Prevention Specialist. 1986-1987

Patrol Officer EPCSO Patrol Division
Patrol Officer assigned to patrol duties. Responsible for maintaining daily log of activities, complete complaint reports, accident reports, and other required reports. Maintain communications with the public. 1980-1986

Certifications	Certificate of Completion	FBI NAA	Command College	2006
	Certificate of Completion	Sam Houston SU (LEMIT)	Leadership Command College	2006
	Certificate of Completion	DEA Drug Commanders Academy		2005
	Master Peace Officer Certificate			1994
	Instructor Certificate			1992
	Crime Prevention Specialist			1986
	Advanced Peace Officer Certificate			1985
	Crime Prevention Inspector			1984
	Intermediate Peace Officer Certificate			1983
	Basic Peace Officer Certificate			1981
Telecommunications Operator			1981	

Honors & Awards	Certificate of Appointment	Sheriff		2001
	Academic Recognition	TCLEOSE		2001
	Certificate of Appreciation	Job Performance - Warrant Section - CID		1998
	Appreciation Award	Implementation of SRO Program - EPISD		1996
	Letter of Appreciation	Job Performance - Jail Support Services - Jail Div		1995
	Certificate of Appreciation	Implementation of SRO Program - Sheriff		1995
	Letter of Appreciation	Job Performance - Shift Sergeant - Jail Div		1993
	Recognition Certificate	Floor Control Officer Program Additional Duties		1991
	Letter of Appreciation	Perfect Attendance - Sheriff		1991
Good Conduct Award	Sheriff		1988	

Committees / Associations	Leadership Command College Alumni Association			2006
	Texas Narcotics Association			2005
	El Paso Community College Criminal Justice Advisory Board			2002-2005
	Texas Jail Association			2001-2004
	Use of Force Review Committee			2001
	Employee Performance Appraisal Committee			2001
	Regional Commander TNCP			2000-2001
	Accident Analysis Committee			1999-2000
	CALEA Policy and Procedures Review Committee			1999-2000
	S.A.L.T. (Seniors and Law Enforcement Together-Advisor-Steering Committee)			1999-2000
	Accident Review Committee			1999
	Human Resource Promotional Sergeant Assessment Advisor			1999
	El Paso County Sheriffs' Officers Association			1980-Present
	The Combined Law Enforcement Officers' Association			1980-Present

References Available upon request