

Dominic Rizzi, Jr

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May 8, 2016

Strategic Government Resources
Attn: Mr. Tommy Ingram

Mr. Tommy Ingram:

Please accept this letter as my intent to apply for the position of Chief of Police, Spokane Washington. I have nearly 35 years experience in law enforcement, the past four as the Chief of Police in Yakima Washington. Yakima is a municipality of over 93,000 residents. The police department has a budget of over \$27 million, approximately 200 employees of which 150 are sworn officers.

When I took over as Chief, the community was distrustful of the department due to several years of perceived mismanagement. Leadership within department was non-existent and there was a culture of distrust, infighting and internal lawsuits. Today, the department has transformed into a professional organization built around ethics, transparency and cooperation. We enjoy a new found culture of trust, mentoring and community involvement. Members of the department now place an emphasis on continuing education, career development and community outreach.

Not unlike Spokane, the Yakima Police Department faced many internal issues that challenged the Department. I emphasized an ethical and "legitimacy" approach to policing. I implemented mentoring programs and trained over twenty five percent of the department in "leadership principles" through the Law Enforcement Executive Development Association (FBI-LEEDA) trilogy classes. This helped stabilize the leadership and change the culture of the department. The department's leadership actively participates in "career development" of their subordinates to ensure a leadership vacuum does not occur in the event of retirements and/or transfers. These principles are now inculcated into the fabric of the department and will long outlast my tenure.

The department has come a long way in earning the trust of the residents through hard work and transparency. Each member of the department now understands their role in the continual process of building trust and respect through public relations. Although we still face challenges, we are now virtually unaffected by the national trend of anti-police sentiment facing many municipalities throughout the nation.

Prior to my tenure in Yakima, I served twenty-five years with the Chicago Police Department. For approximately three years I held the position of Administrative Assistant to the First Deputy Superintendent, who is second in command of the Chicago Police Department. While there I commanded the Law Enforcement Operations Unit. In this position I assisted in overseeing the day-to-day operations of the Department's Patrol and Investigative Bureaus, which consisted of approximately 11,000 sworn members.

I not only encourage leadership training and continuing education, I practice it. I am a member of the FBI-LEEDA Executive Board, serving as their Third Vice President. I graduated from the 238th session of the FBI National Academy and the 58th session of the Senior Management Institute for Police. I received my Bachelor of Arts in Criminal Justice, from Lewis University and my Master of Science in Public Safety Administration from at Calumet College of Saint Joseph.

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To promote community cohesiveness, it is important to be active in the community and attend events within the city. I am a firm believer that I need to be seen in public, not only as a resident but also as the chief law enforcement official. I am ever cognizant of my role within the city to listen to and act upon community members concerns.

I come from a large Public Safety family, where I am one of nineteen Police officers and two Firefighters throughout the country. I pride myself on maintaining a high level of ethical and moral standards. I am a proponent of continuing education, mentoring and career development of my staff and subordinates. I know I would be a great fit for the Spokane Police Department and look forward to being a part of the selection process.

Respectfully,

Dominic Rizzi, Jr

Dominic Rizzi Jr

Phone: [REDACTED]



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Background Summary

Over thirty years experience in public safety and law enforcement including, Executive level leadership, community policing, exposure to highly diverse community demographics, leadership development, strategic planning, teambuilding, organizational development, labor relations and fiscal management.

Summary of Skills

- Ability to build strong organizational culture and shared vision
- Subordinate career development, mentoring and succession planning
- Proactive, progressive strategic leader with collaborative management style
- Customer focused, data driven and results oriented
- Proven track record of fiscal discipline and cost-saving innovations
- Encourage teamwork and empowering others to act
- Positive, approachable and transparent

Professional Experience

City of Yakima, Washington

2012 – Present

Chief of Police

Chief of Police of the largest city in central Washington, with a residential population of 93,000 and a trade area population of over 250,000. I lead a professional organization of over 200 employees, which includes a 78-bed jail, a dispatch center and 150 sworn officers, an operating budget of \$27 million and 80,000 annual calls for service.

- Revamped the organizational culture of the police department from a hostile and dysfunctional environment of infighting and lawsuits to one that is cohesive, community oriented and outcome focused.
- Deployed multiple initiatives, including expanded gang unit, personal assignment of patrol vehicles, downtown bike patrol, officer assignments to Federal Crime Taskforces and enhanced training to achieve a 13% part 1 crime rate reduction, including 39% reduction in auto theft, 20% decrease in burglaries, 19% reduction in robbery and an 8% decline in violent crime.
- Engaged in proactive community outreach to meet the needs of a very diverse racial, ethnic and socio economic community by proactively engaging the residents, media, service organizations, clergy, not for profit organizations, neighborhood associations, and businesses to improve community and public relations and prevent crime. Host citizen academies in Spanish & English and a unique “youth academy” to foster trust among high school students and develop an interest in law enforcement as a career. Implemented “Coffee with a Cop” and “Roll Call Cookouts” to solidify relations between beat officers and the residents they serve.
- Collaborate with other city departments and business organizations to make downtown Yakima more vibrant, safe, active and successful. In response to a citizen survey regarding the perception that the crime rate in the downtown area was high, the police department engaged in a campaign with city departments,

local businesses, media and not-for-profit organizations to promote the safety of downtown. Key strategies include deployment of bike and foot patrols, offering businesses Crime Prevention through Environmental Design (CPTED) analysis, media interviews and publishing crime statistics. The effort resulted in an increase of the downtown sales tax revenue by 25% over two years.

- Initiated development of a unique Federal violent crimes taskforce in partnership with the U.S. Attorney for Eastern Washington that includes agents from ATF, FBI, DEA, Homeland Security, Washington Department of Corrections and the Yakima Police Department to address violent crime activity in Yakima City and County.
- Adhere to a discipline philosophy of correcting the behavior as opposed to punishing the individual; developed a “Behavioral Intervention” program that ultimately was adopted citywide; restructured the Internal Affairs Unit and the way they investigate, format and present internal investigations and require all IA investigators to obtain national certification.
- Identified organizational flaws to include; department wide documentation errors in Uniform Crime Reporting; a system flaw in the “records management system” that jeopardizes the integrity of the reports; implemented a digital evidence program to protect digital evidence for criminal prosecutions; implemented a process to bring the department into compliance with NIMS and ICS.
- Succession planning and career development; Implemented personal improvement plans for members seeking advancement; changed the leadership philosophy of the organization and provided every supervisor and “unofficial leader” the opportunity to attend leadership training through the FBI-LEEDA. Offered all Command members the ability to attend the Senior Management Institute for Police and the FBI-National Academy.
- Developed a citywide mentoring program to enhance the institutional knowledge and cooperation between all city departments and the police department.
- Implemented processes to ensure transparency within the department and eliminate favoritism in promotions and assignments to specialized units.
- Initiated SECTOR ticket writing system at no cost to the department and a body camera pilot program.
- Revamped the Active Shooter program; retrained every officer in active shooter response; provided active shooter training for local businesses and schools; trained every officer in the Military’s Tactical Combat Casualty Care (TCCC).

Chicago Police Department

1986 to 2012

Served in a variety of front line and leadership positions in the Chicago Police Department, which consisted of 13,244 sworn officers, \$1.2 billion operating budget and 4.4 million annual calls for service.

- Commanding Officer of the Law Enforcement Operations unit/ Administrative lieutenant to the First Deputy Superintendent, who is the second in command of the Chicago Police Department. Assisted in overseeing the day-to-day operations of the Patrol and Investigative Services Bureaus, which consisted of over 11,000 sworn members. Reviewed all correspondences, requests, general and special orders and proposed ordinances from the City Council that affected the Chicago Police Department. Commanded the Operation Protect Youth Program: a program in cooperation with the Chicago Public Schools designed to enhance the safety and security of students in and around public schools.
- Commanding officer of the Area 4 Robbery/Burglary/Theft (RBT) Unit. Commanded seven Sergeants and fifty Detectives, overseeing numerous high profile cases and covert investigations, which resulted in countless felony arrests and convictions. In 2008, under my command, the Area Four RBT Unit led the City in robbery and burglary clearances. Chicago was divided into five detective areas.

- Station Supervisor overseeing eight sergeants, one-hundred ten patrolman, 13.5 square miles, 200,000 annual service calls and a diverse community of 165,000 residents, which consists of four distinct cultural groups to include; African American, Mexican, Caucasian and Chinese.
- Served as a patrol officer, training officer, gang tactical officer, SWAT operator, academy firearms instructor, homicide detective, public housing supervisor and detective division sergeant and commanding officer.

United States Army Military Police

October 1980 – October 1983

Stationed at Fort DeRussy, Honolulu Hawaii, one of the worlds largest military and public resort destinations with over 25 million annual visitors. A rest and recuperation center open to the public, located in downtown Waikiki, with a diverse international population.

Education

Master of Science

December 2011

Calumet College of St Joseph: Master of Science in Public Safety Administration, recipient of the Kappa Gamma Pi, Honor Society, Saint Catherine Medal

Bachelor of Arts

December 2002

Lewis University: Bachelor of Arts in Criminal Social Justice

Additional Education and Professional Associations

FBI-Law Enforcement Executive Development Association, Executive Board, Third Vice President

Graduate of the FBI National Academy, session # 238, September 2009

Graduate of the Senior Management Institute for Police (SMIP), session 58, June 2014

Completed all required ICS/NIMS courses for Chief Law Enforcement Officials; 100, 200, 300, 400, 700 & 800

Member of International Association of Chiefs of Police

Member of Police Executive Research Forum

Member of Washington Association of Sheriffs and Police Chiefs (WASPC)

Member of FBI-Law Enforcement Executive Development Association

Member of Rotary International

Gang Free Initiative Executive Board (Disbanded)

Police Athletic League Executive Board