

# DANIEL C. ALEXANDER

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## PROFESSIONAL EXPERIENCE

### **THE SCHOOL DISTRICT OF PALM BEACH COUNTY**– West Palm Beach, Florida **Director of School Police/Deputy Chief** December 2019 to Present

Serving as the second-in-command for the School Police Department in a school district comprised of 176,000 students, 179 schools, and 22,600 employees. Our jurisdiction covers over 2,300 square miles. Continuing to serve on the Florida Police Chiefs Association Legislative Committee.

#### Achievement Highlights:

- Working with our team to improve our emergency management strategy with a robust reunification component.
- Refining internal remote communication strategies, to include a virtual *Roll Call* program.
- Developing strategies to manage the explosive growth of the school police department following the Marjory Stoneman Douglas (MSD) tragedy, particularly in the dimensions of planning, project management, policies, procedures, personnel development, process refinements and performance accountability.
- Collaborating with our District team on various technology solutions, to include real-time command, video integration, asset management, panic alarms, professional standards, project management and scheduling.
- Spearheaded the Active Shooter Hostile Event Response (ASHER) Standard Operating Guide to provide a common critical incident response directive for every public safety agency in Palm Beach County.
- Devised various COVID-19 specific directives and action plans to assist the District with navigating the pandemic in the schools.
- Developed our school police Community Engagement Team to better connect with constituents and market school safety.
- Managed critical incidents in the school environment, such as hurricanes, lockdowns and large pre-planned events.

### **BOCA RATON POLICE SERVICES DEPARTMENT**- Boca Raton, Florida

**Chief of Police** 2006 to 2019

**Assistant Chief of Police** 2000 to 2002

**Captain** 1999 to 2000

**President**- Palm Beach County Association of Chiefs of Police 2013

**Member**- Palm Beach County Criminal Justice Commission 2012

**Vice Chairman**- Palm Beach County Law Enforcement eXchange (LEX) 2010 to 2016

**Chairman**- Palm Beach County Law Enforcement Planning Council 2014

Advanced rapidly to the rank of Assistant Chief (1999 to 2002). Returned as Chief in 2006 to lead a nationally recognized force of 324, serving a population of approximately 99,000 residents.

#### Achievement Highlights:

- Deployed municipal resources to bolster school security and developed intergovernmental crisis response plans in the Rhodium platform immediately after the MSD tragedy.
- Led regional law enforcement data sharing efforts, to include monthly multi-jurisdictional crime analysis meetings and operational crime task forces.
- Developed intelligence-led policing strategies, including a Real-Time Command Center (RTCC), data-mining and an integrated critical incident management system.
- Established undercover tactical teams to improve street crime suppression and a Special Investigations Unit to target prolific offenders, resulting in significant decreases in crime.
- Spearheaded the selection of various technology solutions, including an unmanned aircraft systems program, a P25 radio network, a citywide camera surveillance system, an automated license plate recognition system, mesh networks, GIS based crime analysis, data mining and predictive analytics, computer-aided dispatch (CAD), records management, field reporting and mobile computer terminal capabilities.
- Created a multi-agency DNA pre-screening lab to significantly improve processing time.

- Developed a comprehensive marketing strategy (VIPER) to better engage the community through branded programs, an enhanced Internet presence and nationally recognized social media platforms.
- Restructured the department in response to fiscal stress and tax reform, reducing senior staff by 33%, while increasing line level, crime fighting assets and meeting City budget goals.
- Devised and implemented a space needs plan which maximized cost savings through a diversity of facilities approach.
- Increased first responder, SWAT and Bomb Squad capabilities through the acquisition of equipment, vehicles and advanced training in various areas, such as active shooter response.
- Improved accountability and communication through performance measures and a robust Intranet.
- Established a nationally recognized employee wellness program.
- Worked with community leaders to create the Boca Raton Police Foundation, resulting in improved equipment and training.
- Managed complex events, including an Anthrax bio-terrorist attack, a presidential debate (2012), dignitary visits, protests and hurricanes.
- Worked on cross-disciplinary teams addressing mentoring, homelessness, sober houses, tutoring, neighborhood centers, after-school programming and recruiting.
- Established an integrated body-worn and in-car camera system.
- Achieved the highest levels of State (CFA) and National (CALEA) re-accreditation.

**CAPE CORAL POLICE DEPARTMENT- Cape Coral, Florida**

**Chief of Police** 2002 to 2006

**Acting Assistant City Manager** April 2005 to June 2005

**President Youth Crime Intervention Program, Inc. (YCIP)** 2002 to 2006

**CALEA Accreditation Assessment Team Leader**

Led a police department of 354 (FY 2006) employees serving a population of approximately 150,000 through a period of significant community development, positioning the agency to meet the challenges of explosive growth.

**Achievement Highlights:**

- Guided the department through establishing and updating a strategic plan, which included the development of a shared vision, mission and value statement.
- Reorganized the department to accomplish the goals of adopting a more community-oriented mission, introducing more command level accountability and adapting to extraordinary growth.
- Introduced a COMPSTAT model, Community Oriented Policing Strategy Tracking, Analysis and Reporting (COPSTAR), to insure more responsive and effective approaches to community problem solving.
- Increased the scope of performance measurement through the development of a comprehensive organizational scorecard.
- Managed a budget that transitioned from \$18.5 million in Fiscal Year 2003 to \$30.9 million in Fiscal Year 2006.
- Received initial state accreditation and oversaw two CALEA reaccreditations, culminating in CALEA Flagship Agency status in 2005.
- Served as an integral part of the Emergency Management team, institutionalizing the NIMS and the ICS concepts.
- Worked with community partners to achieve a 2004 crime rate which was the lowest in twenty years and the third safest city in Florida (with populations over 100,000) designation.
- Led law enforcement response to significant hurricane events and participated in emergency management assistance to other communities impacted by natural disasters.
- Established and maintained cooperative agreements with various governmental entities to include increased involvement in the Regional Domestic Security Task Force and the FBI Joint Terrorism Task Force.
- Broadened citizen participation through increased volunteer programming and initiatives designed to encourage resident involvement (Business, Youth and Citizen Police Academies).
- Introduced Process Based Leadership to every level of the organization to insure the continuity of leadership practices, to build teamwork and to improve communication within the chain of command.
- Established a formal marine program which included doubling enforcement staffing and participation in a newly organized regional task force.

- Partnered with the Lee County Sheriff's Office to create an innovative aviation program, insuring significant patrols and missions over the City at a reduced cost.
- Facilitated a unique partnership between a non-profit and the City, which resulted in the construction of a 10,000-square foot youth center and 27,000 square foot skate park as President of the Youth Crime Intervention Program.
- Spearheaded the overhaul of the public safety network, which involved new programs for CAD, records management, field reporting and in-car digital dispatch.
- Served on the City's technology committee and acquired other information technology tools to assist in the areas of personnel evaluation, agency performance measurement, document management, and scheduling.
- Worked with our city partners to improve our specialized vehicle resources (crime scene, all-terrain, vessels and mobile incident command) and to fully implement a cost effective assigned vehicle program.
- Fully implemented a Taser and use of force program, which resulted in a 93% reduction in officer injuries and 68% reduction in suspect injuries in use of force situations over a two-year period.

**INDIAN CREEK PUBLIC SAFETY DEPARTMENT** - Indian Creek, Florida  
**EMT, Sergeant, Lieutenant / Division Commander** 1996 to 1999

Progressively responsible administrative experience, including budget proposal/submission, accreditation management (national), planning and research coordination, policy development and revision, grant writing (state and federal), citizen surveys, and intelligence gathering. Designated to act on behalf of the chief during his absence.

**ALACHUA COUNTY SHERIFF'S OFFICE** - Gainesville, Florida  
**Deputy Sheriff** (Field Training Officer, K-9 Handler, School Resource Officer) 1989 To 1996

**EDUCATION AND TRAINING**

University of Florida  
**Master of Arts Degree in Public Administration** 1995  
**Bachelor of Arts Degree in Criminal Justice** 1989

Federal Bureau of Investigation  
**FBI National Academy, 203rd Session** 2000

FDLE Florida Criminal Justice Executive Institute  
**Senior Leadership Program, SLP-6** 1999

**PROFESSIONAL RECOGNITION, ASSOCIATIONS, AND AFFILIATIONS**

**2003 Police Chief of the Year, Southwest Florida Crime Prevention Association**  
**International Association of Chiefs of Police • Palm Beach County Chiefs of Police Association**  
**Florida Police Chief's Association • Police Executive Research Forum**