
THOMAS A. INTRIERI



PROFESSIONAL SUMMARY

Accomplished, versatile, and dedicated law enforcement executive offering nearly 28 years of law enforcement experience with a servant leadership mindset and approach. Known for going above and beyond job requirements to make a lasting impact on the department and the community. Exceptional integrity, leadership, and problem-solving abilities. Performs complex and highly responsible planning and supervisory duties associated with community engagement, crime prevention, and law enforcement activities. Provides sound direction to staff, effectively manages budgets, and strategically plans and organizes divisions in alignment with department and organizational goals. Demonstrated success with the development, implementation, and leadership associated with program and project management, employee wellness-centric directives, and organizational/division/section/unit-specific accomplishments. Effective communication skills applicable to public speaking and written correspondence.

SKILLS

- People Leadership
- Budget Management
- Criminal Investigations
- Administrative oversight of Complaints / Use of Force
- Patrol / Uniformed Operations
- Special Investigations / Operations
- Community Relations / Engagement
- Police Training and Program Administration
- Emergency Preparedness
- Public Speaking
- Special Events Management
- Planning and Coordination

WORK HISTORY

Police Commander - Red Mountain Division, 01/2023 - Current

Mesa Police Department – Mesa, AZ

Command and lead the Red Mountain Division which provides uniformed and plain-clothes law enforcement services, community engagement projects, and crime prevention programming for the central section of the City of Mesa

- The Red Mountain Division serves over 153,000 residents within a 40-square-mile area.
- Manage Red Mountain Division's \$19.8 million budget.

- Provide leadership, mentorship, and support to 141 sworn and professional staff personnel assigned to Patrol Operations, Criminal Investigations, Crime Analysis, Crime Prevention, Community Engagement, and administrative staff.
- Recently incorporated several employee wellness initiatives at the Division level to improve employee interaction with community members, to enhance employee wellness through cognitive and behavioral health mapping, and physical fitness with the implementation of a Police Jiu-Jitsu program which is dual-purposed for officer fitness and officer safety.
- Continuously work in collaboration with elected officials and City Staff to respond to concerns, engage and develop positive relations between the Department and our Community, and commit to seeking innovative ways to enhance the exchange of information throughout the Division area.
- Initiated and developed a Capital Improvement Project to enhance the current work environment of the Red Mountain Division within the first four months of the assignment.
 - The Project is under review to be expedited in FY 2023-2024
- Recently developed and implemented a remedial training program that is presented to employees and managed at the Division level for all four patrol divisions.
 - Focus areas are our risk mitigation areas of concern - Defensive Driving and Use of Force.
 - The training schedule rotates topics for continuous review of policies, procedures, and technical training elements for presentation and practice.
- Currently assisting the Department with the implementation of wellness programs previously authored and designed for the Mesa Police Department in 2018-19 - Implementation was delayed due to the COVID-19 pandemic.
 - The foundations of the programs are resiliency and proactive employee wellness for professional staff and sworn personnel.

Police Commander - Training and Wellness Division, 03/2020 - 01/2023

Mesa Police Department – Mesa, AZ

- Spearheaded and supervised the Mesa, Department's Training and Employee Wellness programming for 127 professional staff, sworn employees, and officers in training.
- Directed the programming and training of local and regional law enforcement partners with Basic, Advanced, and Proficiency training opportunities.
 - The Mesa Police Basic Academy provides 24 weeks of training for police recruits for the cities of Mesa, Chandler, Scottsdale, and Tempe.

- Collaborated with the Hiring Division and the Community Engagement Division, to participate in the advertising, recruitment, and hiring of qualified candidates for all positions within the Mesa Police Department.
- Championed the Mesa Police Department's Citizens Police Academy
- Guided the Department's mission and focus of managing multiple (overlapping) police academies to support the Department's mission of hiring and increasing our workforce by 330 officers within the next 5 years.
- Developed and implemented virtual educational environments to support the Basic Police Academy, Advanced Training opportunities, and career development of our current and future employees during the COVID-19 Pandemic.
- Developed and implemented an alternative learning structure for the Basic Academy within two weeks under the duress of the Pandemic's impact on our community.
- Incorporated Emotional Intelligence developmental principles within our curriculum.
- Led and Mentored personnel through open and frequent in-person communication with the following units at the Mesa Police Department's Basic Police Academy (Regionally AZ P.O.S.T Accredited academy)
 - Advanced Training Unit
 - Employee Wellness Program
 - MPD Firearms Range Unit
 - Peer Support Team
 - Proficiency Training Unit, (FTO) Program
 - Sergeant Training and Evaluation Program (STEP)
 - Lieutenant Evaluation and Development (LEAD) Program
- Supervised and managed several capital improvement projects regarding the Public Safety Training Facility's Auditorium refurbishment and the subsequent replacement of the Driving Track (\$4.2 Million).
- Managed the \$18.8 Million budget for the Training and Wellness Division.

Police Commander - Criminal Investigations, 06/2018 - 03/2020

Mesa Police Department – Mesa, AZ

The Criminal Investigations Division/MFAC is comprised of 104 sworn and professional staff assigned to one of the following investigative units:

- Domestic Violence Unit
- Digital Forensics Unit (Internet Crimes Against Children – ICAC)
- Financial Crimes Unit
- Human Exploitation and Trafficking Unit (HEaT)
- Homicide Unit (Internal Criminal, Use of Force, Death-related investigations)
- Missing Persons Unit
- Sex Offender Notification and Tracking Unit (SONET)

- Special Victims Unit
- Victim Services Unit
- Provided leadership and mentorship via constant employee engagement for all personnel assigned to the Criminal Investigations Division and the Mesa Family Advocacy Center (MFAC).
- Managed the Criminal Investigation Division's \$14.5 million budget.
- Developed and implemented an employee wellness program for the Division, which included a repurposing of 1000 ft of office space to house an exercise room with a full complement of \$30,000 in exercise equipment at no cost to the City/PD.
- Created a Department-wide Succession Plan (Implementation was planned for July 2020) focusing on the recruitment, hiring, onboarding, mentorship, and development of new employees throughout their careers.
 - The purpose is to promote employee retention, employee development, and succession planning at every level of the organization.

Police Commander - Superstition Division, 10/2017 - 06/2018

Mesa Police Department – Mesa, AZ

- Led and supervised the Superstition Patrol Division, providing law enforcement services and crime prevention for the eastern section of the City of Mesa
- Superstition Division serves over 180,000 residents within a 75-square-mile area.
- Coordinated and facilitated community outreach and interaction opportunities to reduce social harm and maintain positive relationships through community engagement programming.
- Worked in collaboration with City Council Members and their constituents to respond to concerns, engage and develop positive relations, and commit to seeking innovative ways to improve communication with the residents throughout the Division.
- Provided leadership to 135 sworn and professional staff personnel including Patrol, School Resource Officer program, Civilian Investigation Specialist Unit, Criminal Investigations Unit, Street Crimes Unit, Crime Analysis Unit, Crime Prevention Unit, and Administrative staff
- Managed Superstition Division's \$16.6 million budget.
- Identified a much-needed capital improvement project regarding the police station's holding area and interview rooms. Focused on design to include transparency and accountability relating to custodial arrests.
 - Developed a proposal while working with City Engineering, obtained bids, and received approval to move forward with the improvements incorporating structural changes, logistical adaptations, and IT infrastructure improvements.
 - The project was initiated and completed on budget, and on time (4 months).

Police Commander - Special Operations Division, 04/2015 - 10/2017

Mesa Police Department – Mesa, AZ

The Special Operations Division hosts several task forces with regional objectives and partnerships, focused on identifying, locating, and apprehending individuals and organized crime associates to reduce social harm within the community.

- Provided leadership of day-to-day operations and vision for future opportunities and missions involving city and region-focused concerns. The Special Operations Division is comprised of the following investigative groups:
- Gang Investigations Section - Partnered, developed, and implemented the first F.B.I. Safe Trails Task Force in a metropolitan area of the United States of America.
- Major Offender Section
 - Restructured previous Memorandum of Understanding with the United States Bureau of Alcohol, Tobacco, Firearms and Explosives (A.T.F.), leading to the A.T.F. Task force coupled with the M.P.D. Major Crimes Unit. This group handled all major violent crime investigations involving firearms and explosives within the Phoenix Metropolitan area.
 - The United States Marshals Service Task Force in partnership with the M.P.D. Violent Offender Unit operated in the East Valley to apprehend violent subjects with significant criminal histories including a high propensity for violence.
- Organized Crime Section
 - Asset Forfeiture Unit / Internal Revenue Service Task Force
 - Narcotics Unit / Drug Enforcement Administration Task Force
 - Collaborated with the DEA to develop and implement an East Valley Task Force stationed within the City of Mesa P.D. facilities.
 - Parcel Interdiction Unit/United States Postal Service
- Tactical Team Section
 - Explosive Ordnance Devices Team
 - Crisis Negotiations Team
 - K-9 Unit
 - SWAT – Special Weapons and Tactics Team
 - Civil Unrest Program
 - Mobile Field Force Team / Static Teams / Strike Teams
 - Special Events Response Team
- Implemented oversight and review processes for all high-risk/high-liability operations while providing leadership to the 122 sworn and professional staff personnel.
- Managed the \$19.2 million Special Operations budget.

- Served as the Incident Commander for the Department during numerous incidents of social unrest periods, high-profile tactical operations, and multiple dignitary visits (POTUS)
- Collaborated with local, state, regional, and federal law enforcement partners to ensure each event was handled with transparency, professionalism, and distinction.

Executive Manager - City Manager's Office, 04/2016 - 08/2016

City Of Mesa – Mesa, AZ

Selected through a competitive interview process designed for mid- to upper-level employees interested in gaining insights into the operations and processes of all municipal services as directed by the City Council.

- Assigned, managed, and completed four projects for the Office of Management and Budget.
- Attended and assisted with City Council needs and requests about Police Services.
- Drafted and implemented policies and procedures for the Code Compliance program for the City of Mesa Planning Division.

Interim Police Commander - Fiesta Division, 06/2013 - 04/2015

Mesa Police Department – Mesa, AZ

- Interim Commander – Provided leadership through employee engagement, community engagement, and mission directives.
- Oversaw all cases involving significant crimes of violence, social harm, and property-related investigations.
- Assumed the Project Manager role for the completion of the construction of our 34,000-square-foot Fiesta Division police station.
- Maintained operational management of facility operations, needs, and improvements upon completion of the facility as the Division's second-in-command.
- Received the City of Mesa's Exceptional Customer Service Award for two self-initiated community-driven projects to address the quality-of-life concerns of our residents.

Police Traffic Lieutenant - Traffic Section, 04/2010 - 04/2013

Mesa Police Department – Mesa, AZ

- Responsible for the supervision and leadership of day-to-day traffic enforcement, traffic safety education, and traffic engineering efforts to promote safe streets throughout the City of Mesa
- The Traffic Section was comprised of the following units and functions:
- Traffic Enforcement Units (3 squads – 8 officers and 1 sergeant per squad)
- Photo Safety Unit - Managed contracts about our program. Proposed and executed a re-write of city contracts with our vendor to minimize the financial impact (loss) to

the City. The subsequent rewritten contracts enabled the City of Mesa to be in a better position to utilize revenue generated for investment into citywide traffic education programming.

- Special Events - Acted as Incident Commander on all major events within the City of Mesa limits.
- Towing and Impound Unit - Developed a Capital Improvement Project/Program focused on enhancing customer service pertaining to towing services for citizens related to police incidents.
- Vehicular Crimes Unit (1 Squad – 8 detectives and 1 sergeant) -Vehicle-related crimes and Collision Investigations
- Assumed responsibility for the facilitation of the testing and evaluation of a new fleet of motorcycles – Presented proposal and justification to City Management for procurement.
- Managed multiple grants (\$2.1M) throughout tenure in Traffic, including the acquisition of funds for the design, construction, and purchase of a new DUI mobile processing platform courtesy of the AZ Governor’s Office of Highway Safety.
- Implemented the e-citation program to include written warnings with data mining and tracking capabilities of all violations.
- Subject Matter Expert in an **NHTSA**-sponsored program, Data-Driven Approach to Crime and Traffic Safety (**DDACTS**)
- Developed and implemented a city-wide deployment model for all sworn Traffic Section personnel to effectively address crime and collision problem areas with traffic enforcement and community engagement opportunities.
- Directed and monitored the work of 20 - 40 law enforcement professionals with a clear focus on maximizing results and maintaining transparent police operations consistently.

Police Admin Lieutenant - Dobson Division, 06/2009 - 04/2010

Mesa Police Department – Mesa, AZ

- Provided leadership for the professional staff of the Dobson Patrol Division
- Responsibilities included fleet management, equipment inventory management, facilities management, and logistical support for all Division operations.
- Coordinated with affected City Council personnel to address issues of concern, and to help promote crime prevention and awareness campaigns for our citizenry.
- Capital Improvement Project - Primary Team member for the design of the Fiesta Police Station

Patrol Lieutenant, 10/2008 - 06/2009

Mesa Police Department – Mesa, AZ

- Structured assignments for subordinates based on current patrol priorities, and individual strengths.
- Guided officers through difficult situations, backing up teams and advising on strategic decisions.
- Developed and implemented strategies to improve patrol operations.
- Maintained positive community relations through active communication with programs such as mentoring underprivileged kids and teaching at Citizen's Police Academy events.

Training Sergeant, 01/2008 - 10/2008

Mesa Police Department – Mesa, AZ

Motor Sergeant, 09/2005 - 01/2008

Mesa Police Department – Mesa, AZ

Patrol Sergeant, 09/2000 - 09/2005

Mesa Police Department – Mesa, AZ

Police Officer / Gang Detective, 07/1995 - 08/2000

Mesa Police Department – Mesa, AZ

FORMAL EDUCATION

Master of Science: Organizational Leadership, 12/2008

Northern Arizona University - Flagstaff, Arizona

- With Distinction
- 3.94 GPA

Bachelor of Business Administration: Finance / Accounting, 05/1991

Hofstra University - Hempstead, New York

PROFESSIONAL AFFILIATIONS

- Arizona Association of Chiefs of Police (AACOP)
- FBI – Law Enforcement Executive Development Association
- International Association of Chiefs of Police (IACP)
- International Association of Directors of Law Enforcement Standards and Training (IADLEST) Contract employee (2012-2014) as a DDACTS Instructor / SME
- Native American Law Enforcement Association (NALEA)
- National Tactical Officers Association (NTOA)

MESA POLICE DEPARTMENT ANCILLARY ASSIGNMENTS

- Chief's Community Forum Member
- Native American Community Forum Chairperson 2015 - Present
- Guerrero Park Renovation Project Committee 2013 - 2015
- AZ. Governor's Office of Highway Safety Advisory Committee 2010 - 2013
- City of Mesa Transportation Advisory Board Member 2010 - 2013
- Mesa Police Department Vehicle Operations Review Board 2006 – 2015
- Mesa Police Department Cultural Awareness Team Member 2004 - 2009
- Mesa Police Department Career Counselor 2003 - 2009
- AZ POST Certified General Instructor 1999 - Present
- Mesa Police Department Background Investigator 1999 - 2005
- Mesa Police Department Peer Team member 1999 - 2003
- Mesa Police Association Labor Representative 1999 - 2005

Volunteer Positions within the Community

- Native American Fathers and Families Association (NAFFA) Executive Board Member – Chairman - 2021 – Present
- Mesa Chamber of Commerce – Aging and Healthcare Committee 2018 - Present
- Town of Gilbert – Citizens Budget Committee Member 2009 - 2010
- Gilbert Youth Soccer Association - President (2008 - 2022)

PROFESSIONAL DEVELOPMENT

California Police Chiefs **Executive Leadership Institute** (ELI) at Drucker

July 2018

- The **Executive Leadership Institute (ELI)** is an intense two-week program designed to enhance one's leadership skills to develop current and future leaders for the position of police chief or sheriff.

Problem-Oriented Leadership Institute for Chief/Command Executives

March-May 2017

- The Arizona State University's **Center for Problem-Oriented Policing** is a nonprofit organization comprising affiliated police practitioners and academic researchers dedicated to assisting law enforcement professionals with the advancement of problem-oriented policing techniques.

City of Mesa Executive Manager Program

April – July 2016

- The **Executive Manager Program** is a rotating three-month assignment in the City Manager's Office designed to allow employees to participate in highly responsible executive-level work that possesses a City-wide scope. Three employees are selected each year through a competitive process.

Northwestern University Center for Public Safety

August 29 – November 4, 2011 – Gilbert Police Department

- **The School of Police Staff and Command** (SPSC) is an intensive ten-week program that prepares law enforcement managers for senior leadership positions by uniquely combining academic principles with practical applications.

International Association of Chiefs of Police

October 2009 – February 2010

- **Leadership in Police Organizations** (AZ P.O.S.T. Class #12) Leadership in Police Organizations (LPO) is the IACP's flagship leadership development training program. LPO is modeled after the training concept of dispersed leadership ("every officer a leader") and delivers modern behavioral science concepts and theories uniquely tailored to the law enforcement environment.