

Pedro Lopez Jr.

March 4, 2023

Mr. Peterson
President
Public Sector Search & Consulting
6520 Lonetree Blvd., Suite 1040
Rocklin, CA 95765

Dear Mr. Peterson:

This letter is regarding my interest in applying for the position of Chief of Police for the city of Killeen, Texas. I offer you a 35-year law enforcement career that matches well with the expectations required for this job. I currently serve as the Chief of Police of the Houston Independent School District Police Department and have a proven track record of dedicated service.

I have a strong desire to serve the Killen Police Department and the citizens of Killeen as their next Chief of Police. Relational policing is a concept I strongly agree with because it considers the values of both the community and the department to foster positive relationships that can reduce crime. As a retired Army veteran, I understand the issues our service members face as they integrate into the many communities in Killeen. I will strive to establish a cohesive relationship with the command structure of Fort Hood. Most importantly, I value collaboration between the department, local agencies, civic groups, and business partners, which increases the safety of our communities.

In closing, I would like to state that I am uniquely qualified to become your next Police Chief and will strive to bring new ideas and leverage the latest technological techniques and applications to reduce crime, violence, and the fear of crime. I appreciate your time and consideration and look forward to connecting with you to discuss future goals for the city and organization.

Sincerely,

PEDRO LOPEZ

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Established 35-year law enforcement executive in the nation's seventh-largest school district police department and the largest in Texas. Dedicated to reducing the community's fear of the law enforcement profession by being transparent and open to ideas. Understands that the community desires "Community Policing" rather than being a "Policed Community."

Experience

MAY 2020 - PRESENT

**Chief of Police, Houston Independent School District Police Department,
Houston, Texas**

- Chief of Police of the largest school district police department in Texas and the seventh largest in the nation.
- Command of over 200 classified and 45 civilian support personnel assigned to over 280 kindergartens to twelfth-grade school campuses and patrol operations encompassing over 350 square miles.
- Primary administrator of an annual budget of over \$18 million.
- Applied for and received a \$382K Department of Justice grant to implement a new Body Worn Camera program in 2021.
- Responsible for the safety and well-being of over 195,000 children in the Houston Independent School District.
- Restructured technological applications (CAD/RMS) to ensure consistency in the application of resources throughout the district.
- Upgraded equipment and training for all classified officers in the event of an active shooter or active threat event.
- Introduced the Drug Abuse Resistance Education (DARE) program and increased the number of campuses and instructors for the Teen and Police Service Academy (TAPS) to increase trust in the police department.
- Implemented a Police Animal Wellness Service (PAWS) program to assist students with learning disabilities and ease their anxieties.
- Oversee the district's Emergency Management Unit responsible for all safety drills and training for over 25,000 district personnel.

AUGUST 2018 – MAY 2020

**Assistant Chief of Police, Patrol Region 1 / Houston Police Department,
Houston, Texas**

- Commanded the department's largest patrol command consisting of over 1,000 classified and 150 civilian personnel assigned to five patrol divisions and the Gang Division.
- Oversaw an annual budget of over \$153 million.
- Reconfigured the Gang Division's Crime Reduction Unit's mission to combat violent crime using crime data.
- Increased the number of Gang Division officers in the Gang Resistance Education and Training (GREAT) program to reach apartment complexes in high-crime areas.

- Responsible for the department's classified promotional system.
- Regularly met with citizens, homeowner associations, and elected officials to discuss methods to reduce crime and increase citizen satisfaction in the department.

JUNE 2017 – AUGUST 2018

Assistant Chief of Police, Organizational Development Command / Houston Police Department, Houston, Texas

- Led over 550 classified and 70 civilian personnel.
- Responsible for training over 5,300 classified police officers and 1,100 civilian support staff.
- Oversaw an annual budget of over \$58 million.
- Established the department's first Peer Support Program for classified and civilian personnel.
- Expanded social media platforms by the Recruiting Division and streamlined the recruitment process.

MARCH 2017 – JUNE 2017

Commander, Gang Division/ Houston Police Department, Houston, Texas

- Supervised over 85 classified and 5 civilian personnel assigned to the Gang Division.
- Responsible for all gang investigations occurring within the Houston city limits.
- Responsible for setting policy and maintaining statistics on all Houston gang crimes.
- Directed criminal investigations for over 25 officers and civilians assigned to the Gang HIDTA Initiative.
- Maintained oversight of over \$13 million used to combat gang crimes in Houston.

OCTOBER 2015 – MARCH 2017

Lieutenant, Internal Affairs Division/ Houston Police Department, Houston, Texas

- Supervised 10 classified personnel assigned to the Internal Affairs Division's Proactive Unit.
- Oversaw criminal investigations conducted by Proactive Investigators of HPD employees.
- Led and directed confidential and highly sensitive criminal investigations on HPD employees.
- Thorough understanding of Chapter 143., Municipal Civil Service for Firefighters and Police Officers.

MARCH 2015 – OCTOBER 2015

Lieutenant, Robbery Division/ Houston Police Department, Houston, Texas

- Managed 27 classified and civilian personnel assigned administrative duties in the Robbery Division.
- Prepared crime strategy reports for the Division Commander for presentation to the Executive Command Staff.
- Maintained oversight of a \$120K divisional budget to ensure compliance with regulations.
- Prepared weekly, monthly, quarterly, and annual reports for submittal to the Command Staff.

MARCH 2014 – MARCH 2015

Lieutenant, Southeast Tactical Unit/ Houston Police Department, Houston, Texas

- Led 10 Tactical Officers and 10 Gang Task Force Officers in HPD's 13 and 14 districts.
- Reviewed and approved all tactical plans to ensure officer safety, adherence to HPD policies, and state laws.
- Analyzed crime data to locate problem areas and proactively address issues identified.
- Responded to communities' requests for action in areas requiring police intervention and assistance.

JULY 2013 – MARCH 2014

Sergeant, Narcotics Division/ Houston Police Department, Houston, Texas

- Group Supervisor over a squad of 7 Narcotics Investigators in a General Enforcement Squad and the Houston Money Laundering Initiative (HMLI).
- Reviewed and approved all tactical plans to ensure officer safety, adherence to HPD policies, and state laws.
- Reviewed all search warrants and tactical plans prior to execution.
- Reviewed and approved all confidential informants' records and payments.

JANUARY 2010 – JULY 2013

Sergeant, Internal Affairs Division/ Houston Police Department, Houston, Texas

- Served in the Pro-Active Unit, which conducted criminal investigations on HPD employees.
- First HPD Sergeant assigned to the FBI Border Corruption Task Force designed to investigate public corruption cases involving public service employees employed by municipal, county, state, or federal agencies.
- Deputized as an FBI Special Agent with Title 18 and Title 21 arrest powers.

DECEMBER 2008 – JANUARY 2010

Sergeant, Jail Division/ Houston Police Department, Houston, Texas

- Administrative Sergeant assigned to the Central Jail, Shift III.
- Responsible for all administrative actions for more than 60 civilian jailers and five classified employees.

MARCH 2008 – DECEMBER 2008

Sergeant, Patrol/ Houston Police Department, Houston, Texas

- Patrol Sergeant over a 6 to 8-officer squad responsible for their safety and well-being.
- Handled administrative functions such as Injured on Duty letters and citizens' complaints.
- Fostered and developed a team-building atmosphere for officers assigned to the district.

FEBRUARY 1995 – MARCH 2008

Police Officer, Narcotics Division/ Houston Police Department, Houston, Texas

- Selected as a General Enforcement Narcotics Case Agent and worked in an

undercover capacity conducting street-level narcotics purchases.

- Experienced in handling and cultivating informants, which led to substantial arrests and seizures.
- Drafted and executed high-risk search and arrest warrants.
- The first officer selected to the Texas Narcotics Enforcement Squad formed in the mid-90s.
- Selected as a mid-level narcotics case agent and assigned to a HIDTA Squad as a Deputized Special Agent for DEA to conduct narcotics investigations in multiple jurisdictions throughout Texas and the United States.

MAY 1991 – FEBRUARY 1995

Police Officer, North Patrol Division/ Houston Police Department, Houston, Texas

- Member of the first Gang Task Force Unit at North Division. Selected over more senior officers based on work performance and productivity.
- Conducted pro-active, self-initiated investigations in the high crime areas of 6B50 in north Houston.

NOVEMBER 1990 – MAY 1991

Deputy Jailer/Harris County Sheriff's Department, Houston, Texas

- Responsible for the safety and well-being of more than 300 prisoners.
- Assigned as a training deputy due to previous experience in a correctional setting.

OCTOBER 1987 – NOVEMBER 1990

Correctional Officer/Texas Department of Corrections, Huntsville, Texas

- Assigned to a maximum-security facility that housed psychiatric inmates.
- Appointed as Cellblock Officer in Charge due to leadership and decision-making ability.
- Assigned to the Special Operations Response Team (SORT) to handle riots and force cell extractions.

MAY 1984 – MAY 2011

Chief Warrant Officer Three/U.S. Army

- Attended numerous leadership development courses over a 27-year military career.
- Responsible for logistical and contractual operations for over 5,000 soldiers throughout the United States
- Managed and reconciled accounts in excess of \$500,000 annually for 5 brigades and 20 subordinate battalions.

Education

JULY 2020

Graduate of the 80th Session of the Senior Management Institute for Police

JUNE 2018

Graduate of FBI National Academy Session 272

DECEMBER 2008

Master of Arts in Criminology / University of Houston - Clear Lake, Houston, TX

DECEMBER 2006

Bachelor of Science in Organizational Leadership / Mountain State University, Beckley, W.V.

Professional Affiliations

- South Central Vice President of the National Latino Police Officers Association
- Member of the 51st Session of the American Leadership Forum
- Former President of the Houston Police Departments Hispanic Officer of The Year Committee
- Former Law Enforcement Advisor to the Houston Chapter of the Latino Peace Officer Association
- Former Chair of the Houston Police Departments Citizens Advisory Board
- Former member of the Houston Police Departments Administrative Personnel Committee
- Former Chair of the Houston Police Departments Employee Early Warning System
- Former member of the Houston Police Departments Labor Relations Committee
- Former Chair of the Uniform Standards Committee

Formal Training

- 2021 Graduate of the Texas-New Chief Development Class
- 2020 Graduate of the 80th Session of the Senior Management Institute for Police
- Command Staff Leadership Series
- FBI National Academy
- Active Shooter Response Protocols
- FEMA ICS-300 Intermediate Incident Command for Expanding Incidents
- FEMA ICS-200 - For Single Resources and Initial Action Incidents
- Tactical Unit School
- FEMA IS-100.b Intro to the Incident Command System
- FEMA IS-100.c Intro to the Incident Command System
- FEMA IS-700.a National Incident Management System (NIMS)
- FEMA IS-700.b National Incident Management System (NIMS)
- FEMA IS-800.b National Response Framework
- ICS 200-New Supervisor's Course
- Advanced Search Warrant Service and Building Entry
- Advanced Gang Investigation
- Advanced Asset Forfeiture
- Advanced Interview and Interrogation Techniques
- Advanced 4th Amendment for Investigators
- Houston Police Department Academy
- Advanced Warrant Officer Training, U.S.A.
- Basic Warrant Officer Training, U.S.A
- Warrant Officer Basic Course, U.S.A.
- Basic Non-Commissioned Officers Course, U.S.A.
- Primary Leadership Development Course, U.S.A.

Professional Memberships

- Member of the FBI National Academy Association
- Member of the International Association of Chiefs of Police (IACP)
- Member of the National Organization of Black Law Enforcement Executives
- Member of the Texas School District Police Chiefs Association
- Member of the Texas Police Chiefs Association
- Member of the American Leadership Forum Class 51

Awards

- 2019 Navidad En El Barrio Volunteer of the Year Award