

**FRANK G. STRAUB, Ph.D.
DIRECTOR OF PUBLIC SAFETY
CITY OF INDIANAPOLIS**



Senior executive who has been at the forefront of developing innovative public safety programs and leading organizational change in federal, state, and local agencies. Accomplishments in crime prevention, community safety, fire protection, and emergency preparedness have been acknowledged in my testimony before the U.S. Congress, by professional organizations, requests to speak at national conferences, and described in numerous publications.

PROFESSIONAL EXPERIENCE:

**Director of Public Safety
City of Indianapolis/Marion County, Indiana**

2010 - Present

Serve in the unique role as the head of the city/county public safety department. The department's six divisions employ 3,500 police officers, fire fighters, emergency medical, homeland security, communications, and animal care and control professionals that serve a diverse community of 900,000 residents living in the United States' 11th largest city.

Department-wide Accomplishments:

- Created a unified and fully integrated department that provides seamless coordination and collaboration between multiple public safety disciplines to manage daily operations, major events, and respond to critical incidents.
- Led all public safety planning and operations during Super Bowl XLVI which brought over 1.1 million visitors to Indianapolis (the most "urban" Super Bowl). The Super Bowl has been described by NFL officials and commentators as one of the most successfully executed in the game's history.
 - Employed state-of-the-art analytic and intelligence software, expansive video monitoring systems, and a unified public safety command and control structure to secure the Super Bowl and related city-wide events without incident.
 - Coordinated the activities of forty-nine (49) local, state and federal law enforcement, fire, and EMS, and other agencies.
- Direct all public safety operations for the Indianapolis 500, NFL playoffs, NCAA Final Four, Indianapolis Summer Celebration, and other major sports and public events.
- Oversaw the construction of a new multi-million dollar Regional Operations/Real-Time Crime Center to serve all public safety agencies in Marion and surrounding counties.
- Established the Homeland Security Division by bringing together the county's emergency management agency, police and fire special operations.

- Created the EMS Division through a unique partnership between the Indianapolis Fire Department, Health and Hospital Corporation, and the Indiana University School of Medicine that has enhanced patient care, reduced patient costs, and advanced emergency medical research county-wide.
- Consolidated the Metropolitan Emergency Communications Agency into DPS to upgrade and enhance county-wide information and communications technology.
- Led the consolidation of three (3) township fire departments into the Indianapolis Fire Department reducing tax payer costs, and improving county-wide fire protection.
- Developed and implemented a comprehensive plan to re-locate police districts, fire headquarters, and fire stations into economically and crime challenged areas to improve neighborhood safety, reduce lease payments, and operating costs.
- Administer a \$425 million budget. Reduced department-wide operating costs by 10% through improved fiscal management and accountability.

Indianapolis Metropolitan Police Department (IMPD).

- Led major reforms and restructuring of the state's largest police department to reduce crime, increase organizational accountability, and restore public confidence in the IMPD.
- Introduced evidence-based policing practices, data-driven enforcement strategies, expanded community partnerships, prevention, and intervention programs.
 - Dramatically reduced homicides to the lowest number in 20 years.
 - Established the Community Affairs Division to coordinate citywide youth, mental health, homeless, and senior outreach.
 - Created the Youth Violence Reduction Team to direct prevention, intervention, enforcement, and reentry services to assist at-risk youth.
 - Formed an inter-denominational clergy working group to advise Public Safety and IMPD leadership regarding emerging community issues, outreach activities and reform efforts.
- Established the Professional Standards Division to conduct administrative and criminal investigations of misconduct and corruption.
 - Appointed the first civilian Chief to lead the division.
 - Re-engineered the internal affairs investigative and disciplinary processes.
 - Developed and implemented the IMPD's first performance appraisal system.
 - Invited outside review of all IMPD policies and procedures.
 - Strengthened the Citizen's Police Review Office.
- Reengineered police recruiting, hiring, and training to ensure diversity, integrity, and values-based standards in collaboration with the Police Executive Research Forum and Indianapolis University/Purdue University (IUPUI).
- Hired the most diverse recruit class in IMPD's history, expanded representation by persons of color in command ranks, established liaisons to the LGBT community.

**Commissioner
City of White Plains Department of Public Safety
White Plains, New York**

2002 - 2010

- Led 435 sworn and civilian personnel in the delivery of police, fire, and EMS services.
- Implemented CompStat to improve strategic planning, operational performance, budgeting, and department-wide accountability.
- Reduced serious crimes by 40%, initiating data-driven enforcement, and community policing strategies. These strategies were recognized by the U.S. Congress, which invited my testimony before the House Judiciary's Subcommittee on Crime, Terrorism and Homeland Security (June 2008).
- Significantly increased the hiring of persons of color and ensured their representation in supervisory positions and special assignments.
- Created the first Prisoner Reentry Program in Westchester County.
- Reduced structure fires by more than 50% through increased fire inspections, code enforcement, public education and a multi-agency safe housing task force.
- Reengineered the Fire Department and achieved an Insurance Service Office (ISO) classification of 1 - the highest fire protection classification. WPFD was the second department in New York State (2515 departments) and the 59th nationally (47,648 departments) to achieve the classification.

**Deputy Commissioner of Training/Assistant Commissioner Counterterrorism
Division**

New York City Police Department

2001-2002

- Led all police recruit, in-service, promotional, and executive training for all sworn and civilian members of the department.
- Member of senior management team charged with standing-up the Counterterrorism Division.
- Designed and implemented NYPD-wide counterterrorism training programs following the 9/11 terrorist attacks.

**Executive Deputy Inspector General
Office of the New York State Inspector General**

1999 - 2001

- Directed all public corruption investigations conducted by a staff of 90 attorneys, auditors, and investigators. Jurisdiction included 50 agencies and all governor-led public authorities.

U.S. Department of Justice, Office of the Inspector General

1990 -1999

- *Special Agent in Charge, of the Research & Analysis Unit (1998 – 1999)*

Developed and administered an agency-wide performance management and accountability system. Led research studies of corruption in the federal prison system and in DOJ agencies charged with securing the Southwest border.

- *Assistant Special Agent in Charge, New York Field Office (1993 – 1998)*

Supervised corruption, fraud, and misconduct investigations conducted by special agents assigned to the New York, New Jersey and New England states.

- *Special Agent, New York Field Office (1990 – 1993)*

Conducted complex investigations of public corruption, fraud, and employee misconduct.

**Special Agent, New York Field Office
U.S. Naval Investigative Service**

1987 - 1990

- Conducted criminal and counterterrorism investigations. Led security operations for Fleet Week and other major events. Assigned to the FBI-NYPD Terrorist Task Force.

**Special Agent, New York Field Office
U.S. Department of State, Bureau of Diplomatic Security**

1984 – 1987

- Participated in protective security details for senior U.S. officials and foreign dignitaries in the U.S. and overseas, including a four-month assignment in Bogota, Colombia. Conducted criminal and counterterrorism investigations.

OTHER PROFESSIONAL EXPERIENCE:

- **Giullani Partners, LLC (2003)** - Advised the Mexico City (Mexico) police department regarding operations and training during a year-long consulting engagement.
- **Adjunct Professor** **1995 - 2010**
John Jay College of Criminal Justice, Graduate Program in Public Management
- **Adjunct Professor** **2010 -Present**
Indiana University/Purdue University, Graduate Program in Homeland Security

EDUCATION:

- Ph.D.** Criminal Justice, Graduate Center, City University of New York **1997**
- M.A.** Forensic Psychology, John Jay College of Criminal Justice **1989**
- B.A.** Psychology, St. John's University **1980**

EXECUTIVE TRAINING:

- Harvard University, John F. Kennedy School of Government 2011
Executive Session on Policing and Public Safety
- Harvard University, John F. Kennedy School of Government 2005
Leadership in Crisis: Preparedness and Performance
- Police Executive Research Forum 2004
Senior Management Institute for Police

SELECTED PRESENTATIONS:

- Presenter - "*The Marion County & Indianapolis, Indiana Police Agencies: Managing the merger process from within.*" Illinois Criminal Justice Information Authority Symposium: Chicago, Ill. (November 29, 2011)
- Presenter- "*Critical Issues in Police Leadership.*" Command Officers Development Course. Southern Police Institute, University of Louisville (October 2011)
- Panelist – "*Successes and Challenges to Police Consolidations.*" 2011 COPS Conference: Washington, D.C. (August 2, 2011).
- Panelist – "*Using Performance-based Management Systems to Ensure Fiscal Accountability in Public Safety.*" International City Managers Association Annual Conference, Montreal, Canada (September 14, 2009).
- Panelist – "*Working with Law Enforcement to Structure a Community Response.*" Federal Emergency Management Agency's National Conference on Community Preparedness, Washington, DC (August 10, 2009).
- Panelist – "*Law Enforcement/Judicial Perspective on the Need for Prevention.*" Congressman Robert "Bobby" Scott's Youth Violence Summit, Washington DC (December 3, 2008).
- Panelist – "*Reducing Youth Violence - The White Plains Experience.*" Congressional Black Caucus, Washington, DC (September 26, 2008).
- "*Addressing Gangs: What's Effective? What's Not?*" Testimony before the House Judiciary Committee's Subcommittee on Crime, Terrorism and Homeland Security (June 10, 2008).

SELECTED PUBLICATIONS:

- Straub, Frank (November, 2008). "Policing Cities: Reducing violence and building communities." Police Chief.
- Matarese, Leonard; Kenneth Chelst, Frank Straub and Robert Forezzi (March, 2008). "Bringing a higher level of productivity to the fire service: Tales of two cities." PM (ICMA Public Management).

- O'Connell, Paul E. and Frank Straub (2007). Performance –Based Management for Police Organizations. Long Grove, Ill., Waveland Press.
- Straub, Frank and Paul O'Connell (Spring 1999). "Why the Jails Didn't Explode." City Journal.

SELECTED AWARDS:

- **"Adelante Award,"** Westchester County Hispanic Law Enforcement Assoc. **2008**
- **"Outstanding Citizen of the Year Award,"** Beta Alpha Alpha Chapter Of Omega PSI PHI Fraternity, Inc, Bethel Baptist Church. **2007**

PROFESSIONAL ASSOCIATIONS:

- **Indianapolis Super Bowl 2012 Host Committee**
Member – Board of Directors
Chair, Public Safety Executive Committee
- **Police Executive Research Forum**
Member
- **International Association of Chiefs of Police**
Co-chaired Mid-Size City Police Chiefs Initiative
Member - Police Investigative Operations Committee
Member - Internal Affairs Advisory Committee.
 - The Committee published: *Building Trust Between Police and the Citizens They Serve: An Internal Affairs Promising Practices Guide for Local Law Enforcement* (September, 2009).
 Member - Research Advisory Committee
Advisor - Center for the Prevention of Violence Against Police Officers.
- **Council of State Governments, Justice Center**
Member – Board of Directors