

# Sarah J. Mooney

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## Executive Profile

A self-directed law enforcement professional with 27 years of experience with the West Palm Beach Police Department. Twelve years of command level experience, to include the position of Chief of Police, with demonstrated proficiency in planning and policy development; recruitment and hiring; and community engagement with an emphasis in building long-term, cooperative relationships with community stakeholders. A leader with a collaborative management style focused on the overall goals and objectives of the organization. Diverse educational background which facilitates recognizing and addressing the communal needs of populations served. Extensive advanced training and experience in Police Administration, Community Engagement, and Emergency Management.

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## Skill Highlights

- Excellent communication skills
- Background in training and program/policy development
- Inter/Intra Agency networking skills
- Skilled organizer
- Outstanding customer service/relations skills
- Special events/Community outreach experience
- Experienced crisis manager
- Level-headed, analytical person

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## Core Accomplishments

### *Management:*

- Chief Executive responsible for overall management and operation of the West Palm Beach Police Department which has over four hundred employees, both sworn and civilian. Responsibilities included strategic planning (long and short term); budget preparation and administration; policy development and implementation; oversight of administrative investigations and final authority on employee disciplinary matters; collective bargaining; resolving labor/management disputes; collection, coordination, interpretation, and dissemination of information to all stakeholders (internal and external).
- Oversight of the development and implementation of a Real Time Crime Center (RTCC) at the West Palm Beach Police Department; incorporated extensive innovative technology into our violence/crime reduction strategy. The RTCC has been a model for other law enforcement agencies, and it has been instrumental in preventing and solving crimes in a safer, more efficient way that includes community collaboration.
- While Assistant Chief of Professional Standards, managed the recruitment, hiring and training of new employees; monitored Human Resources/Risk Management cases involving Department employees; and provided oversight of the Accreditation Unit which maintains the policies and procedures of the Department which is accredited through the Commission for Florida Law Enforcement Accreditation (CFA).

### *Program Development/Public Relations:*

- Developed and implemented a Community Engagement based strategy at the West Palm Beach Police Department to improve police/community relations focusing on long term relationship building between stakeholders of all ages. This strategy provided a pathway to success for the youth of the city by offering Department hosted, officer led, programs aimed at fostering stronger bonds between the community and the police. Programs included but were not limited to Cub Scout Troop 600, Cops and Scholars, Kids and Cops Dialogues, D.A.R.E., W.E.C.A.R.E. reading project (in partnership with PBCSD), Police Athletic League, Explorer Post 148, and a Cadet Program.
- Participated in the Juvenile Justice Initiative in Seattle, WA hosted by the MacArthur Foundation. This was a national think-tank to develop and share best practice principles for reform in the Juvenile Justice System.

- Co-chair of the PBC Criminal Justice Commission's *Community Engagement Task Force* (2017-2019); facilitated multiple community "Town Hall" events throughout Palm Beach County to improve relationships between law enforcement and the communities they serve.

*Staff Development:*

- Introduced innovative technology within the West Palm Beach Police Department which opened new opportunities for employees to gain expertise in new disciplines thus providing new career paths within the Department.
- Mandated advanced training for Command Staff to reinforce the Mission and Vision of the West Palm Beach Police Department. Advanced training included classes on Officer Wellness, Racial Equity and Diversity, and Leadership/Team Building. Similar training was offered Department-wide on a voluntary basis.
- Mentored and coached employees about continuing education resulting in an increase in the number of officers obtaining college degrees while under my supervision
- Assisted subordinate officers with developing career goals and timelines to achieve such goals focusing on succession planning at all levels within the agency.

## **Professional Experience**

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### **Chief of Police**

February 2017 to June 2019

West Palm Beach Police Department

### **Assistant Chief of Police**

June 2014 to 2017; June 2019 - present

West Palm Beach Police Department

Support Services Bureau (2014-15); Field Operations Bureau (2015-2017); Emergency Management and Special Events (2019-present); Member of the Region 7 All Hazards Incident Management Team (AHIMT).

### **Police Captain**

January 2010 to June 2014

West Palm Beach Police Department

Internal Affairs Commander (2010 – 2013); Criminal Investigations Commander (2013-2014)

### **Police Lieutenant (Patrol/Field Operations; Hostage Negotiation Team Commander)**

December 2007 to January 2010

West Palm Beach Police Department

### **Police Sergeant (Patrol/Field Operations; FTO Supervisor; Hostage Negotiation Team Supervisor)**

April 2001 to December 2007

West Palm Beach Police Department

### **Police Officer (Patrol/Field Operations; High Profile Police Enforcement Team; Field Training Officer)**

May 1995 to April 2001

West Palm Beach Police Department

### **Police Academy Instructor, Palm Beach State College**

September 2003 to 2008

## **Education**

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### **Florida State University 1994**

Tallahassee, Florida

Master of Social Work (MSW)

MSW with clinical background and internship (counseling) requirements fulfilled at the Tallahassee Federal Correctional Institute (TCI) working with the Drug Abuse Prevention (DAP) program.

### **University of Missouri-Columbia 1992**

Columbia, Missouri

Bachelor of Social Work (BSW)

General studies social work with an emphasis in gerontology and sociology. Clinical track required internship; fulfilled at the Candlelight Care Center in Columbia, Mo. working as a case manager at an assisted living facility. Four-year, Division I, scholarship athlete and two-year Captain of the University of Missouri Swim Team (1988-1992).

### **Police Executive Research Forum (PERF) 2014**

Boston, MA

Senior Management Institute for Police (SMIP)

Three-week intensive training in the latest management concepts and practices used in business and government for senior police executives.

### **University of Louisville-Southern Police Institute (SPI) 2009**

Davie, Florida

Command Officers Development Course

400- hour flagship educational program for law enforcement mid to upper-level managers which provides a foundation for practical law enforcement administration and a comprehensive overview of management practices.

### **Criminal Justice Institute 1995**

Lake Worth, Florida

Police Academy. Certified as a law enforcement officer.

**A list of all training is available upon request.** Over 4,000 hours of advanced/continuing education training in multiple disciplines related to law enforcement, leadership, FEMA/Disaster Management, and police administration. Completed the IACP Women's Leadership Institute (2016) and was a guest panelist for subsequent classes; Completed the FPCA Future Chiefs Seminar (2016) and FBI-LEEDA PIO-Media and Public Relations course (2017); Participated in the Chamber of Commerce of the Palm Beaches' Leadership West Palm Beach program (2017).

### **Professional Affiliations**

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Florida Police Chiefs Association (FPCA)

Palm Beach County Chiefs of Police Association (PBCCPA), *Treasurer January 2015 – 2017; Vice-President 2018*

Police Executive Research Forum (PERF)

National Association of Women Law Enforcement Executives (NAWLEE)

Palm Beach County Criminal Justice Commission, Co-Chair of Community Engagement Task Force (2017 – 2019)

Police Benevolent Association (PBA)

Fraternal Order of Police (FOP)

Certified Law Enforcement Instructor (FDLE)

PB County Crisis Intervention Team (CIT)

Special Olympics Florida- Law Enforcement Torch Run for Special Olympics, *County Coordinator (2001-present)*

YWCA, Board Member, *June 2020 – present*

Palm Beach County Sports Commission, Board Member (2021- present)

Keiser University Flagship Campus, *Criminal Justice Program Advisory Member (2021-present)*

### **Awards/Recognition (as Chief of Police at West Palm Beach Police Department)**

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**Civic Change Champion** awarded by Everyday Democracy (November 2017)

**Project Safe Neighborhoods-Outstanding Police Department Involvement**, awarded by the Dept. of Justice (2018)

**American Society for Public Administration (ASAP) honoree** (March 2019)

**Northwest Community Consortium, Inc. (NCCI)-Illuminations Awards Luncheon honoree** (April 2019)