


EMPLOYMENT APPLICATION		
	CITY OF NORTH MIAMI 776 NE 125 Street North Miami, Florida 33161 305.895.9863 http://www.northmiamifl.gov	Received: 9/3/17 4:18 PM For Official Use Only: QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____
	Hertman, Robert C. 2013 -00222 POLICE CHIEF	
PERSONAL INFORMATION		
POSITION TITLE: POLICE CHIEF	EXAM ID#: 2013 -00222	NAME: (Last, First, Middle) Hertman, Robert C.
ADDRESS: (Street, City, State, Zip Code) _____	SOCIAL SECURITY NUMBER: N/A	HOME PHONE: _____
ALTERNATE PHONE: _____	EMAIL ADDRESS: _____	DRIVER'S LICENSE: <input type="checkbox"/> Yes <input type="checkbox"/> No
DRIVER'S LICENSE: <input type="checkbox"/> Yes <input type="checkbox"/> No	LEGAL RIGHT TO WORK IN THE UNITED STATES? <input type="checkbox"/> Yes <input type="checkbox"/> No	
PREFERENCES		
PREFERRED SALARY: \$76.00 per hour; \$160,000.00 per year	ARE YOU WILLING TO RELOCATE? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe	
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular		
TYPES OF WORK YOU WILL ACCEPT: Full Time		
SHIFTS YOU WILL ACCEPT: Day, Evening, Night, Rotating, Weekends, On Call (as needed)		
OBJECTIVE: Professional law enforcement executive with over 20 years of hands-on management experience seeking to secure the position of Chief of Police for the City of North Miami.		
EDUCATION		
DATES: From: 9/2011 To: 5/2015	SCHOOL NAME: Pace University School of Law	DEGREE RECEIVED: Doctorate
LOCATION: (City, State) White Plains, New York	DID YOU GRADUATE? <input type="checkbox"/> Yes <input type="checkbox"/> No	UNITS COMPLETED: _____
MAJOR: Law		
DATES: From: 9/2009 To: 8/2012	SCHOOL NAME: Marist College	DEGREE RECEIVED: Master's
LOCATION: (City, State) Poughkeepsie, New York	DID YOU GRADUATE? <input type="checkbox"/> Yes <input type="checkbox"/> No	UNITS COMPLETED: _____
MAJOR: Public Administration		
DATES: From: 9/1996 To: 6/2000	SCHOOL NAME: State University of New York	DEGREE RECEIVED: Bachelor's
LOCATION: (City, State) Saratoga Springs, New York	DID YOU GRADUATE? <input type="checkbox"/> Yes <input type="checkbox"/> No	UNITS COMPLETED: _____
MAJOR: Criminal Justice		
WORK EXPERIENCE		
DATES: From: 2/2002 To: Present	EMPLOYER: Town of Wallkill Police Department	POSITION TITLE: Chief of Police
ADDRESS: (Street, City, State, Zip Code) 99 Tower Drive, City of Middletown, New York 10940	SUPERVISOR: Eric Valentin - Town Supervisor	COMPANY URL: www.wallkillpd.org
PHONE NUMBER: 845 692-7846	SALARY: \$0.00/month	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40		# OF EMPLOYEES SUPERVISED: 108

DUTIES:

Lead Town of Wallkill law enforcement agency, including managing 108 employees, serving a community of 28,000 residents. Serve as highest ranking member of the department which was placed under Federal monitoring in February 2001. Established rules and procedures to streamline police services. Oversee all hiring, recruitment, promotions, discipline, training, emergency management and budget administration.

Key Accomplishments:

Took charge of a department deemed dangerous to the community by NYS Attorney General's (AG's) Office and rebuilt department and trust with the community. Introduced innovative rules and regulations to a department that had suffered systemic leadership failure and implemented consent decree in compliance with terms set by AG's Office, achieving substantial compliance.

Enacted complaint system to accept, fairly investigate, and adjudicate complaints against members of the department for corruption, misconduct and discourtesy and developed early warning monitoring system to identify potential problem officers.

Adopted recommendations from the Final Report of The President's Task Force on 21st Century Policing, including, among others, the Police Data Initiative, Implicit Bias Training and De-escalation Training.

Formed a Police Community Council of residents that meets monthly in a public forum to address police/community issues.

Established Police Department Youth Coalition, a collaboration among department officers, community members, and local youth.

Developed a less than lethal use of force policy.

Implemented COMPSTAT program to address crime and quality of life offenses.

Enacted new hiring practices requiring more thorough background investigation and psychological screening for applicants.

Achieved greater racial, ethnic, and gender diversity within the department.

Developed a positive working relationship with the news media.

Established an Office of Emergency Management.

REASON FOR LEAVING:

N/A

DATES:

From: 2/1999 To: 4/2001

EMPLOYER:

New York City Police Department

POSITION TITLE:

Captain, Criminal Investigations Division
Internal Affairs Bureau

ADDRESS: (Street, City, State, Zip Code)

One Police Plaza, New York, New York 10007

COMPANY URL:

<http://www1.nyc.gov/site/nypd/index.page>

PHONE NUMBER:

646 610-5000

SUPERVISOR:**MAY WE CONTACT THIS EMPLOYER?**

Yes No

HOURS PER WEEK:

40

SALARY:

\$0.00/month

OF EMPLOYEES SUPERVISED:

50

DUTIES:

As a member of the leading law enforcement agency in New York City with over 40,000 sworn law enforcement officers, commanded criminal investigative unit consisting of 4 lieutenants, 15 sergeants, 25 investigators and 4 civilian employees. Directly supervised investigation of homicides, armed robberies, sex offenses and grand larcenies involving uniformed and civilian members of the Police Department. Made PowerPoint presentations of high profile investigations to members of the executive staff and the NYC Mayor's office. Handled oversight of OSHA compliance in facility within my command.

Key Accomplishments:

Reduced overtime for two consecutive fiscal years.

Enhanced investigators abilities by acquiring the latest technologically advanced equipment.

Chaired supervisory assignment board to assess personnel for assignment to specialized units.

REASON FOR LEAVING:

Retirement

DATES:

From: 10/1998 To: 2/1999

EMPLOYER:

New York City Police Department

POSITION TITLE:

Captain

ADDRESS: (Street, City, State, Zip Code)

One Police Plaza, New York, New York 10007

COMPANY URL:

<http://www1.nyc.gov/site/nypd/index.page>

PHONE NUMBER:

646 610-5000

SUPERVISOR:**MAY WE CONTACT THIS EMPLOYER?**

Yes No

HOURS PER WEEK:

40

SALARY:

\$0.00/month

OF EMPLOYEES SUPERVISED:

184

DUTIES:

Served as Executive Officer of precinct consisting of 6 lieutenants, 20 sergeants, 150 police officers and 8 civilian employees. Developed and implemented crime reduction programs. Oversaw installation of new computer network. Conducted bi-weekly meetings with community members, local government and business leaders. Provided counseling to employees as needed. Started community program with NYC business to donate bibles to underprivileged community church. Prepared comprehensive report detailing precinct's disaster response plan for community's 150,000 residents.

Key Accomplishments:

Integrally involved in 15% reduction of crime.

Orchestrated accident reduction program, reducing motor vehicle accidents by 20%.

REASON FOR LEAVING:

Transferred

DATES:

From: 7/1996 To: 10/1998

EMPLOYER:

New York City Police Department

POSITION TITLE:

Lieutenant

ADDRESS: (Street, City, State, Zip Code)

One Police Plaza, New York, New York 10007

COMPANY URL:

<http://www1.nyc.gov/site/nypd/index.page>

PHONE NUMBER:

646 610-5000

SUPERVISOR:**MAY WE CONTACT THIS EMPLOYER?**

Yes No

HOURS PER WEEK: 40	SALARY: \$0.00/month	# OF EMPLOYEES SUPERVISED:
DUTIES: Served on tri-state federal, state and city narcotics task force supervising 40 sergeants, 180 detective investigators, 20 police officers and 10 civilian employees. Acted as the integrity control officer responsible for accountability and reduction of overtime and other expenditures. Supervised major investigations involving wiretaps and search warrants which resulted in hundreds of arrests.		
Key Accomplishments: Integrally involved in reduction of crime by over 20% in one of the city's highest crime areas. Established uniformed taskforce, targeting quality of life issues to further reduce crime. Spearheaded development of a procedure for collecting and disseminating data. Led interview committee responsible for recruitment of prospective applicants to narcotics bureau.		
REASON FOR LEAVING: Promoted		
DATES: From: 12/1988 To: 7/1996	EMPLOYER: New York City Police Department	POSITION TITLE: Sergeant
ADDRESS: (Street, City, State, Zip Code) One Police Plaza, New York, New York 10007		COMPANY URL: http://www1.nyc.gov/site/nypd/index.page
PHONE NUMBER: 646 610-5000	SUPERVISOR:	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$0.00/month	# OF EMPLOYEES SUPERVISED: 10
DUTIES: Supervised community policing unit serving the community in non-traditional law enforcement programs including a youth explorers program. Responded to citizen complaints raised at community meetings. Developed open monthly forum with community educational leaders to address concerns from neighborhood schools. Served as anticrime supervisor responsible for coordinated response of 8 plainclothes officers addressing violent street crime in targeted areas. Responsible for the accurate reporting, intelligence gathering and follow-up investigation of robberies. Established decoy programs to address patterns of crime. Served as Street Narcotics Enforcement Unit supervisor over 6 officers. Addressed quality of life offenses through targeted enforcement.		
Key Accomplishments: Developed directed response program, requiring each officer to be held accountable for selected areas of a precinct. Program resulted in a 30% decrease of violent crime. Received commendation for an act involving a gunfight with an armed perpetrator. Inducted into the Police Departments Honor Legion Society for performance of duty with valor.		
REASON FOR LEAVING: Promoted		
DATES: From: 7/1984 To: 12/1988	EMPLOYER: New York City Police Department	POSITION TITLE: Police Officer
ADDRESS: (Street, City, State, Zip Code) One Police Plaza, New York, New York 10007		COMPANY URL: http://www1.nyc.gov/site/nypd/index.page
PHONE NUMBER: 646 610-5000	SUPERVISOR:	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$0.00/month	# OF EMPLOYEES SUPERVISED:
DUTIES: Member of burglary apprehension team and auto theft investigation unit. Participated in implementation of the community policing program which put cops back on the beat. Received Police Officer of the Month award.		
REASON FOR LEAVING: Promoted		
DATES: From: 6/1981 To: 7/1984	EMPLOYER: New York City Police Department	POSITION TITLE: Auxiliary Police Officer
ADDRESS: (Street, City, State, Zip Code) One Police Plaza, New York, New York 10007		COMPANY URL: http://www1.nyc.gov/site/nypd/index.page
PHONE NUMBER: 646 610-5000	SUPERVISOR:	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$0.00/month	# OF EMPLOYEES SUPERVISED:
DUTIES: Member of the department's emergency rescue squad, which provided supplemental response to disasters, accidents, injuries, and emergency incidents. Successfully reorganized the administrative functions of the squad's incident recording. Off-duty rescue of a suicidal jumper.		
REASON FOR LEAVING: Appointed sworn officer		

CERTIFICATES AND LICENSES

Nothing Entered For This Section

Skills

Nothing Entered For This Section

ADDITIONAL INFORMATION

Professional Associations

Volunteer, Orange County Mental Health Association (established program to educate public about rape crisis)

Professional Associations

International Association of Chiefs of Police, Police Executive Research Forum, The American

Professional Associations

Society for Public Administration, New York State Chiefs of Police Association, Orange County Police Chiefs

Professional Associations

Association, American Bar Association, New York State Bar Association, Westchester County Bar Association

Professional Associations

New York City Bar Association

Honors & Awards

Received commendation for an act involving a gunfight with an armed perpetrator

Honors & Awards

Inducted into the Police Departments Honor Legion Society for performance of duty with valor

Honors & Awards

program which put cops back on the beat. Received Police Officer of the Month award

Honors & Awards

Awarded "Betty Jane Polanis Spirit of Volunteerism Award," May 2016

Honors & Awards

Awarded "100 Best Communities for Young People" from America's Promise Alliance, September 2010

Honors & Awards

services; received 2006 Community Program Service Award

Honors & Awards

Guest Speaker, Advancing 21st Century Policing Briefing, The White House, Washington D.C., September

Honors & Awards

Pro Bono Volunteer, FOIL Archive Project, Orange County District Attorney's Office, Summer 2016

Honors & Awards

Participant, Advancing 21st Century Policing Briefing, The White House, Washington D.C., August 2016

Honors & Awards

Participant, Orange County District Attorney's Office, Community Advisory Board, September 2014

Honors & Awards

Participant, Community Policing Roundtable, White Plains, NY, February 2007

Honors & Awards

Volunteer, Orange County Leadership Orange, (instruct participants on law enforcement issues), February 2006

Honors & Awards

Volunteer, Orange County Mental Health Association (established program to educate public about rape crisis)

Honors & Awards

Consultant, City of Providence Police Department, (advised in formulating Use of Force policy), March 2004

Honors & Awards

Guest Instructor, Roger Williams University, Portsmouth, RI, (presented "Best Practices Guidelines, A Case

Honors & Awards

Member, International Association of Chiefs of Police, Police Executive Research Forum, The American

Honors & Awards

Society for Public Administration, New York State Chiefs of Police Association, Orange County Police Chiefs

Honors & Awards

Association, American Bar Association, New York State Bar Association, Westchester County Bar Association

REFERENCES

REFERENCE TYPE:

Professional

NAME:

Oren Root

POSITION:

Mr.

ADDRESS: (Street, City, State, Zip Code)

233 Broadway 12th Floor, New York, New York 10279

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oroot@vera.org

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