

WALTER ZALISKO

PORT ORANGE, FL 32128

July 20, 2010

Ms. Minnie Lenox, Director of Human Resources
City of Hot Springs
P.O. Box 700
Hot Springs, AR 71902

Dear Ms. Lenox:

It is with great deal of interest that I submit my resume for the position of Police Chief.

Today's policing challenges require that a law enforcement executive possess strong organizational management, visionary, and leadership skills. I bring these skills, plus solid experience in modern law enforcement operations. But most importantly, I bring a track record in improving agency performance, accountability and providing cost efficient services. With thirty years of law enforcement experience, I have served in various leadership positions and managed unionized agencies of diverse sizes. My core competencies lie in creating innovative community policing programs, collaborating and maintaining strong relationships with government and communities, policy development, patrol operations, investigations, emergency management, and turning marginal agencies around.

Accountability,
efficiency

I currently work as a consultant/owner with an international police management consulting firm. As chief of police, with the City of Oak Hill Florida, I re-organized the police department to a new level of professionalism and performance, and implemented innovative and nationally acclaimed programs to address crime. Training and community involvement were a priority. This reorganization resulted in crime dropping by forty percent. In July 2004, I retired as a Commander with the Jersey City Police Department (JCPD), the second largest police agency in New Jersey. Jersey City has a daily population in excess of three-hundred thousand and policing challenges inherent in a high crime urban environment. While serving with the JCPD, I was responsible for commanding complex daily police activities involving patrol, investigative and administrative operations, and was part of a management team that turned the department into one of the most productive agencies in the northeast corridor. Post 9-11, I was responsible for the analysis and implementation of federal and state mandated Homeland Security initiatives and served as the department's emergency management and anti-terrorism liaison with federal, state and county officials. From 1995 to 1997, I served as Monmouth County (NJ) Undersheriff where I was responsible for managing police services in a shore resort county of over a half million people. I restructured the agency so it could achieve accreditation and turned a marginal agency into one that served as a model for others.

Crime drop of 40%

My background also includes a record of accomplishments in private business, including police management consulting to international and domestic police agencies, and the US State Department. My educational achievements include completion of the FBI's Executive Development Program and continuously attending specialized law enforcement management development programs.

Helps PDs worldwide

My career goal is to continue in public service, a profession I have a deep respect for. I am certified in the State's of Florida and New Jersey, which will facilitate a seamless transition in your State. I am confident that my experience in law enforcement and as a police management consultant will serve as a good fit for this position. As someone from the outside, I bring a new and fresh perspective to the agency. I particularly enjoy working in small communities, such as yours because it allows me to become a better partner with the community. As a point, I recently visited Hot Springs and my family and I fell in love with the area. Salary is not as important as bringing experience and success to the agency. Thank you for your anticipated consideration and I look forward to meeting with you.

Loves Hot Springs

Sincerely,

Walter Zalislo

Walter Zalislo

PROFESSIONAL OVERVIEW

Successful and proactive law enforcement executive with exceptional problem-solving skills and the ability to motivate employees and improve services. Managed accredited agencies with diverse workforces where special emphasis has been on promoting teamwork and developing innovative crime prevention and community policing programs that reduced crime and improved organizational efficiency.

EXPERIENCE

PMC INTERNATIONAL, New Smyrna Beach, Florida 1993 – present
Owner and principal consultant of a firm conducting police management studies and homeland security assessments. Review operations and make recommendations for service improvements.

AVIS BUDGET GROUP, Miami, Florida 7/06 – 7/10
Director of Corporate Security and Investigations
Responsible for the development, implementation and management of integrated corporate security, safety, and crisis programs to ensure ongoing protection of company assets, people, property, confidential information, and reputation. Oversees programs to ensure safety and security to over 30 thousand daily customers at multiple sites in eleven Southeast states and US Caribbean territories. Credited with implementing new programs that have saved the company over 2 million dollars in potential losses.

- Conduct investigations, including financial fraud; develop preventative plans consistent with sound business practices; manage budgets; conduct audits to ensure compliance with policies, and state and federal laws; direct emergency management program; develop business continuity plans; conduct vulnerability and risk assessments; and, design and maintain physical security systems using CPTED strategies.

OAK HILL POLICE DEPARTMENT, Oak Hill, Florida 7/04 – 7/08
Chief of Police

Provided leadership, command and management to a community oriented police agency on a twenty-four hour basis with direct oversight of police operations, discipline, budgeting, staff development, grant management, policy development, internal investigations, patrol deployment and investigations, code enforcement, and animal control. Provide expert professional assistance and support to City management.

- Established an efficient agency with improved patrol coverage, accountability, and reduced overtime.
- Implemented innovative community-oriented policing and anti-crime plans that reduced crime by 40%.
- Developed short and long range tactical plans to address the Police Department's and City's needs.
- Served as City's Emergency Management Director. Drafted and adopted Emergency Management Plan.
- Developed and implemented Crime Victim's Advocate Program and interactive agency website.
- Adopted agency's first ever Rules and Regulations and revised the Policy Manual.
- Established standards of excellence in the delivery of police services and community organization.

JERSEY CITY POLICE DEPARTMENT, Jersey City, New Jersey 10/78 – 7/04
Assistant Police Director - Lieutenant - Sergeant - Detective - Patrolman

Progressed through the ranks and retired as Commander of the Policy and Planning Bureau where I was responsible for developing operational and community policing programs, writing policies/procedures, training, administering grants in excess of \$12 million and serving as the police director's special assistant. As a police supervisor I directed a broad range of services in a unionized agency of 925 officers and 150 civilian staff, with an operating budget of \$85M, in a racially diverse high crime urban city of over 300,000 residents. Managed a policing approach to the abatement of crime utilizing the resources of governmental agencies and developing policing programs that reduced crime by 40% over a three year period. Commanded patrol, detective, and administrative bureaus.

- Instituted state-of-the-art technologies and a crime mapping system (COMSTAT) to address crime.
- Established numerous successful community crime prevention programs, including a community Violent Crime Reduction Strategy to prevent/reduce crime and Neighborhood Policing Program.
- Assigned to the State Attorney General's Office to assist in specialized organized crime investigations.
- Career assignments included: patrol, traffic safety, motorcycle patrol, detective bureau, crime scene investigation, special operations, scuba, and undercover narcotics, auto-theft, and anti-robbery squad.

Crime drop of 40%

MONMOUTH COUNTY SHERIFF'S OFFICE, Freehold, New Jersey 12/95 - 1/87
Undersheriff (served in this position while on leave of absence from the JCPD)

Served as second-in-command to the elected Sheriff in a department comprised of three divisions: Law Enforcement, Court Security, Corrections and Communications and staffed by 695 officers, in a shore resort county consisting of 550,000 residents. Successfully reorganized the agency to achieve national accreditation through CALEA. Implemented Department's vision and strategic initiatives to reduce crime and increase community partnerships.

ACCOMPLISHMENTS

- Served as criminal justice advisor to the Governor of New Jersey.
- Instituted a "customer service philosophy" and community involvement in the delivery of police services.
- Recognized for implementing numerous anti-crime programs and progressive community policing initiatives that reduced crime, improved community relations and saved valuable financial resources.
- Managed policing, security, and emergency management operations for events attracting over 100,000 people, including the film industry, concerts, public schools, and New York's annual harbor festivities.
- Honored for extensive voluntary, professional and civic involvement in expanding policing and community betterment projects. Recipient of over 40 honors and awards, including the New Jersey State Senate Public Service Award and a Special Award recognizing heroic efforts during the terrorist attack in NYC; and an Appreciation Award from FBI Director Louis Freeh.
- Investigated and developed nationally acclaimed strategies to fight Human Smuggling and Trafficking.
- Nationally recognized expert on Russian Organized Crime/Trafficking in Women; and presented testimony to United States Congress and the New Jersey Commission of Investigation.
- Lead representative for a US Department of State/USAID-sponsored overseas police training mission to instruct Ukrainian and Russian law enforcement officials in modern policing practices (1996-2004).
- Appear on and consult with television and radio news programs, including: UPN 9 *Investigative Reports*, Fox News, *Court TV*, *Rita Cosby, America's Most Wanted*, *CNN, Good Morning America* and *MSNBC*.
- Selected to develop citywide policies and training on Sexual Harassment and EEO hiring practices.
- Published a model training course on Ethnic and Cultural Awareness for police officers.
- Served as key leader on city, county and state reorganizational and transitional committees.
- Implemented *Crime Prevention Through Environmental Design* (CPTED) programs.
- Lecturer at state-wide conferences on police practices and management.

Wow!

Wow!

Wow!

Wow!

Wow!

EDUCATION AND PROFESSIONAL LEADERSHIP DEVELOPMENT

LaSalle University - B.S. Degree in Criminal Justice

Jersey City State College - Criminal Justice - 65 credits

Continuing advanced management training includes, but not limited to:

FBI Executive Development Program - 1993

Police Agency Management and Administration - International Association of Chiefs of Police

Certified Hostage Negotiator - FBI Academy

Advanced Criminal Investigation - FBI Academy

Certified Questioned Document Examiner - Institute of Applied Science

Emergency Management Program Manager - FEMA

Labor Management - Rutgers University

Homeland Security and Crisis Manager - New Jersey State Police

Incident Command Management - Montclair State University

Certified Police Instructor - New Jersey Police Training Commission

PUBLISHED ARTICLES AND PUBLIC PRESENTATIONS

Published Author - *Law and Order*, *POLICE*, *Law Enforcement Technology*, *NJ-COPS*, *Our Life Journal*, and *Readers Digest* magazines; Guide to Law Enforcement Careers; and, guest lecturer on contemporary policing, organized crime, physical security, and Homeland Security issues.

ADVISORY and COMMITTEE SERVICE

Member, Volusia County (FL) Traffic Safety Committee

Co-Chairman, New Jersey Governor Elect Whitman's Transition Committee

Senior Advisor, US State Department International Police Training Program

Board Member, New Jersey State Ethnic Advisory Commission

Member, Hudson County Anti-Terrorism and Homeland Security Task Force

Member, New Jersey Sheriff's Association Professional Standards Committee

Member, Manalapan Township Emergency Management Commission

Chairman, Manalapan Township Substance Abuse Committee

Member, Mayor's Public Safety Transition Team - City of Jersey City

PROFESSIONAL AFFILIATIONS

International Association of Chiefs of Police - Florida Police Chiefs Association - Fraternal Order of Police - Jersey City Police Detective's Benevolent Association (*past vice-president*).

Lori McAfee

From: Minnie Lenox
Sent: Tuesday, July 20, 2010 12:27 PM
To: Lori McAfee
Subject: FW: Police Chief

Minnie Lenox
City of Hot Springs - Human Resources Director
mlexox@cityhs.net
(501) 321-6840

From: Walt Z [REDACTED]
Sent: Tuesday, July 20, 2010 9:24 AM
To: Minnie Lenox
Subject: RE: Police Chief

I will look for it on the website. Thank you.

From: Minnie Lenox [mailto:MLenox@cityhs.net]
Sent: Tuesday, July 20, 2010 9:11 AM
To: Walt Z
Subject: RE: Police Chief

Thank you for applying for the Police Chief position with the City of Hot Springs. There will be a booklet of information regarding the City and position on our website within the next couple of weeks. If you would like a hard copy, just let me know and I will place you on the mailing list.

Minnie Lenox
City of Hot Springs - Human Resources Director
mlexox@cityhs.net
(501) 321-6840

From: Walt Z [REDACTED]
Sent: Monday, July 19, 2010 9:02 PM
To: Minnie Lenox
Subject: Police Chief

Ms. Lenox,

Please find attached my resume for police chief. It's funny, but I recently visited the area with family and we talked about moving to Hot Springs. I look forward to the selection process.

Chief Walt Zalisko (ret)

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DURHAM, NC 27704



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Credentials
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Credentials

Our consultants are a strong network of experts in their field. They include former police chiefs and a Deputy Attorney General. They hold advanced degrees, completed specialized training, served as criminal justice advisors to the Governor of New Jersey, and as accreditation managers for the Commission on Accreditation of Law Enforcement Agencies.



Walter Zelasko, founder and CEO of PMCI Group, LLC, is a decorated law enforcement officer with more than 33 years of experience in law enforcement and security. Walter has served as Chief of Police, Commander with a large northeast police agency, and as Undersheriff for a 650 member Sheriff's Office. He has patrolled some of the toughest and crime ridden neighborhoods in the northeast. Since 1993, he has worked with a number of domestic and international police departments, ranging in size from 2 full-time officers to more than 5,000 officers, in the areas of management and operational improvement studies. Walter served as lead representative for a US Department of State/USAID-sponsored overseas police training mission to instruct Eastern European police agencies in modern policing practices. His experience in the private sector includes serving as Director of Corporate Security and Investigations for a Fortune 500 company. His skills as a law enforcement professional are nationally recognized and sought after. He appears as an analyst on national television networks, including Court TV, UPN Investigative Reports, MSNBC, FOX News, and NBC, and also provides commentary on radio talk shows and in newspapers throughout the country on police matters.

PMCI Group's global experience currently involves working with Eastern European police and non-governmental agencies in developing law enforcement initiatives to address the problem of Trafficking in Women and Children. PMCI has been commended by the United States Department of State and the New Jersey Senate and Assembly for its efforts in organizing anti-trafficking and international law enforcement initiatives.



Watch trafficking news video:

<http://www.msnbc.msn.com/id/23425001/vp/2207836062/278390>

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We offer a comprehensive review and analysis of a wide range of police and public safety areas:

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- Performance Evaluations
- Cultural Diversity Training
- Crime Analysis, Mapping, and Community Trends Analysis
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- Court Security
- Internal Affairs and Discipline
- Take Home Vehicle Policy and Fleet Management
- Alternative Methods for Delivery of Police Services and Civilianization
- Alternative Dispute Resolution
- Special Issues Examined
- Agency Goals, Objectives and Mission Statement
- Rules and Regulations
- Staffing and Deployment Studies
- Community Policing
- Analysis of Patrol Function and Workload Distribution
- Response to Citizen Complaints
- COMSTAT Implementation
- Negligent Retention
- Crime Control and Prevention Using CPTED Strategies
- Relationships with Officials, Community Groups and Media
- Compliance with Statutory Requirements and Police Ordinance
- What Works Best and Saves Money - Police Chief or Police Director
- Authority and Responsibility of Police Chief and/or Civilian Police Director

And Other Critical Areas of Policing and Public Safety

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