

# CV

05/01/25

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## **Education:**

Master of Criminal Justice: Boston University: 2009

Bachelor of Arts Criminal Justice Administration: Columbia College: 2007

Associate of Arts General Studies: Columbia College: 2003

Command Officers Development Certificate: Southern Police Institute 23<sup>RD</sup> CODC: 1998

Kissimmee, FL. Police Academy: 1984

## **Certifications:**

ASIS International / CPP - Certified Protection Professional

IAHSS International Association for Healthcare Security and Safety/CHPA: The Certified Hospital Protection Administrator.

## **Employment History:**

**Dr. George Kirkham & Associates Inc.**, Criminal Justice Consultants, **2023 to Present**

Senior Research Associate

**Owner: Investigations HQ. LLC: Private Investigations and Security Consulting Firm 2017 to Present**

Licensed Private Investigator Florida Class C,

Licensed Private Investigator Agency Class A

Notary Public, State of Florida 10/03/27

InvestigationsHQ.com

## **Orlando Health 2015 to 2023**

Senior Director, Corporate Security Operations, Executive.

The Security Subject Matter Expert for Orlando Health, an 8-billion-dollar healthcare system.

Managed Corporate Security functions, including Shuttles, Communications Center, Badge Room, and Locksmiths.

Ensure that the development and security strategy aligns with established organizational goals and objectives.

Mitigate operational risks and enhance security by compiling, reviewing, and summarizing federal, state, and local regulations. Assist management by providing sound legal and regulatory advice, assistance, and information during critical moments.

## Security Manager, Orlando Regional Medical Center

ORMC is an 800-bed Level One Trauma Center located in downtown Orlando, Florida

Supervised overall campus security while managing all aspects of the security command. Involved in workforce allocation, budgeting, training, and hiring to achieve desired results and enhance business efficiency by obtaining a Security Program of Distinction from the International Association for Healthcare Security and Safety. I conducted various administrative activities, including providing direction, managing and guiding staff, and designing policies and procedures to meet our goals. Committed to supporting the HR department by screening, interviewing, recruiting, and scheduling employees, I managed hospital security during the Pulse Nightclub mass casualty incident.

## **Orange County Sheriff's Office Retired Captain, 1984 to 2008**

Captain Special Investigations Division

Accountable for managing over 70 sworn law enforcement officers and civilian personnel, along with a multimillion-dollar divisional operating budget. Also served as the administrator of the agency's investigative funds and maintained ongoing responsibility for supervising various units, including Undercover Narcotics, Fugitive Apprehension, Parcel Interception, Pharmaceutical Investigations, and several federal and local task forces. Other leadership positions included

The administrative review captain is responsible for evaluating disciplinary appeals and is a member of the accident review board, which oversees lost or damaged county property. I served as a mediator for agency new hire interview boards.

#### Commander Tactical Patrol Section

I managed over 100 sworn personnel involved in county-wide operations, which included three Lieutenants and fourteen Sergeants. I supervised eight uniformed squads, such as the Gang Unit, Juvenile Apprehension and Monitoring Unit, Sexual Offender Squad, Fugitive Unit, and Auto Trap. Additionally, I served as a Reserve Watch Commander, overseeing all county operations. I was responsible for uniform tactical operations, which included hotspot and order maintenance operations, violent crime trend suppression, and emergency response.

#### Lieutenant, Criminal Intelligence Section, Felony Squad

Managed squads responsible for high-risk felony arrests, undercover surveillance, and tracking registered sex offenders and career criminals. Authored and implemented agency policy regarding registered sex offenders and career criminals. Developed training programs for new agents, which included surveillance, high-risk vehicle takedowns, and basic undercover operations. Posted vacant positions and participated in transfer review boards. Posted manpower allocations, budget assessments, and conducted audits of investigative funds and equipment. Investigated violations of policy and procedure. Provided training for the citizens' police academy run by the agency.

#### Sergeant, Felony Squad

Leader of an undercover squad that is responsible for high-risk felony arrests, undercover surveillance, tracking, and registration of registered sex offenders and career criminals. Assisted local and Federal law enforcement agencies with undercover operations.

Other duties include Court Deputy, Patrol Deputy, FTO Deputy, Vice Agent, TAC Agent, and CPL Felony Squad.

#### Orange County Sheriff's Office Commendations

Medal of Merit recipient for exceptional service in protecting life and property.

The Distinguished Service Medal is for recognition of sustained superior performance.

Four Unit Citations

Two Deputy of the Month awards

#### **Published Works:**

Published in the Journal of Healthcare Protection Management Volume 35, Number 2; Pulse Nightclub Lessons Learned

#### **Training:**

FEMA IS100: Introduction to the Incident Command System

FEMA IS200: Basic Incident Command System

FEMA IS700: An Introduction to the National Incident Management

FEMA IS800: National Response Framework, An Introduction

FEMA IS-546a: Continuity of Operations

FEMA IS-904: Active Shooter Prevention

FEMA IS-906: Workplace Security Awareness

FEMA IS-907: Active Shooter: What You Can Do

Oregon OSHA: Developing a Violence Prevention Program

ASIS: Certificate Workplace Violence Prevention and Intervention Program

ASIS: Workplace Violence Across Emergency Management Phases

ASIS: Protecting Houses of Worship: Evolving Threats in an Ever-Changing Landscape

ASIS: Active Shooter Preparedness: Best Practices for a Holistic Approach

ASIS: Advanced On-Person Screening Technology for Asset Protection

ASIS: An Integrated Approach to Threat Assessment and Management

ASIS: Can We Reliably Prevent the Next Workplace/School Shooting?

ASIS: Behavior Detection and Recognition

ASIS: Workplace Violence, Active Shooter Preparedness for Managers

ASIS: Planning, Training, Alerting, and Managing: 4 Steps for Handling Violent Intruders

ASIS: CPTED for Beginners.

NICP: Mini-Course Introduction to CPTED

NICP: Mini-Course Conducting a CPTED Site Survey

**Training Continued:**

IAHSS: Virtual Workplace Violence Certificate Program  
IAHSS: The Risk of Litigation in Healthcare Security  
IAHSS: De-Risking Behavior Health Environments  
Reid School: Techniques of Interviewing  
CJSTC: Advanced Training Certificate Interviews and Interrogations  
CJSTC: Management Line Supervision  
CJSTC: Law Enforcement Instructor Techniques  
CJSTC: Advanced Training Certificate, Hostage Negotiations  
CJSTC: Crisis Intervention  
CJSTC: Officer Stress Awareness Resolution  
CJSTC: Human Diversity Awareness Instructor  
CJSTC: Firearms Instructor  
CJSTC: Field Training Officer  
CJSTC: Advanced Training Certificate, Narcotics Identification and Investigation  
OCSO: Executive Development

**Memberships:**

Southern Police Institute Alumni Organization: Past President of the Florida Chapter  
Florida Association of Licensed Investigators: Current Orlando Area Director  
ASIS-International  
International Association for Hospital Security and Safety

**Post Secondary Educator:**

Adjunct Professor with 35 post-secondary courses instructed at the University of Central Florida and Valencia College.

Courses include:

Interview and Interrogation  
Policing Systems and Procedures  
Law Enforcement Emergency Procedures  
Law Enforcement Organization and Administration  
Ethics in Criminal Justice  
Introduction to Security  
Introduction to Criminal Investigation  
Transportation and Cargo Security  
Introduction to Criminal Justice  
Introduction to Criminology  
Narcotics and Crime  
Introduction to Homeland Security  
Introduction to Juvenile Justice  
Introduction to Corrections