Lori Pollock, M.A.

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Security Strategy and Operations Expert | Law Enforcement Leadership Professional

Innovative Law Enforcement and Public Safety/Security Leader with distinguished career at NYPD. Reached highest levels of executive leadership in department, including roles as Chief over both Crime Control Strategies and Collaborative Policing. Passionate about all aspects of public service and safety. Keen problem solver who is not afraid of taking creative approaches to overcome challenges.

- **Diversity of Expertise:** Effectively leverage experience gained from 25+ years in United States' largest municipal police force – the NYPD. Unique expertise born from operational and executive leadership assignments spanning crime control strategy, physical/site security, cybersecurity asset oversight, human resources, public relations, executive/political advisory, intelligence, and other high-profile roles.
- **Safety and Security Strategy:** Data-driven strategist with holistic knowledge of crisis management, incident response, risk analysis, and threat detection/deterrence. Previous experience as Commanding Officer for NYPD's Candidate Assessment Division involved ground-up build of site security (strategy, policy, implementation and management) for critical NYPD infrastructure.
- **Leadership:** Dynamic leader known for empowering efficient teams and mentoring staff, allowing them to perform at peak capacity. Committed to instilling accountability, fostering productive work environments, and investing in talent development. Personnel leadership experience includes direction of units, departments and enterprise scale programs involving 500+ employees.

Employment History

New York City Police Department (NYPD)
Chief of Collaborative Policing
New York City, NY
December 2019 to August 2020

Drove strategy and implementation of policy and programs that enhanced public safety through productive partnerships with individuals, government agencies, and community-based organizations. Developed non-enforcement tools for police officers, refined enforcement strategies, and improved access to police services. Maintained situational awareness of real-time security, criminal, and public safety threats and rapidly deployed effective responses.

Oversaw and mentored 500+ Managers/Executives and led multiple project/program teams across NYPD's entire police force (50K+ employees). Spearheaded 8 major department initiatives, utilizing data collection/analysis and technology to enhance program efficacy and outcomes. Continuously improved community engagement, public safety, and operational efficiency department wide.

- ***Developed strategy, defined policy and led implementation of NYPD Youth Strategy*** *– Police Commissioner's signature program around youth crime involvement, prevention and intervention.*
- ***Executed cost-effective mission realignment impacting over 600 staff,*** *retraining/reassigning them to Youth Coordination Officer and Supervisor roles. Transformation involved partnerships across law enforcement, education and legal systems.*
- ***Oversee key programs under purview of Creative Crime Control Strategies,*** *including Neighborhood Policing, NYC Ceasefire, RxSTAT Operations Group, and Improving Access to Police Services.*

New York City Police Department (NYPD)
Chief of Crime Control Strategies
New York City, NY
April 2018 to December 2019

Led nation's premier crime fighting apparatus: CompStat – a collection of data driven management, philosophy and organizational management tools that ensures performance accountability across NYPD leadership. Reduced criminal activity citywide by analyzing trends and developing data-driven strategies (applied across all 77 precincts) that led to annual declines in crime rates. Served as NYPD crime statistics expert and communicated data to NYC's Mayor, Police Commissioner, and press/media.

Directed over 300 personnel and engaged Officers and civilian staff across NYPD in order to implement and monitor success of strategies. Leveraged security technology and artificial intelligence while heading projects involving data collection, predictive analysis and tracking. Served as member of Police Commissioner's Executive Staff. Administered budgets in excess of $30M.

- ***Achieved record low crime rates during tenure*** *by creating/enhancing effectiveness of strategic and tactical prevention and enforcement programs and developing comprehensive approach to public safety.*
- ***Contributed to 3.5%/30.5% (fatal/nonfatal) reduction in overdoses as Chair of RxStat,*** *multi-agency effort to address opioid crisis.*
- ***Established comprehensive training program to integrate hundreds of Civilian Crime Analysts into NYPD.*** *Initiative bolstered crime prevention and detection in key areas, including human trafficking, grand larceny, cyber-crime, and robbery.*
- ***Championed several algorithm-based crime detection and public safety systems,*** *including ShotSpotter and Patternizr.*
- ***Affected change throughout criminal justice system*** *by developing models for bail reform legislation, prisoner reentry, and marijuana policy.*

New York City Police Department (NYPD) — New York City, NY
Deputy Chief, Commanding Officer, Candidate Assessment Division (CAD) — February 2017 to April 2018

Supported NYPD's growth by partnering with internal stakeholders (HR) and third-party consultancy to develop and execute candidate recruitment strategy, policy and sourcing lifecycle. Met hiring needs for critical specialty areas and hired both Police Officers and Civil Service staff. Drove change management and continuous improvement across applicant assessment.

Led team of 400+ staff comprised of civilians, Police Officers and Supervisors. Implemented physical security framework and site security policy. Assessed and managed restructuring of CAD's operations, processes and procedures to support investigation and assessment of candidates. Affected positive change across staff morale, employee retention, selection fairness, and workflow.

- *Overhauled site security for New York City's Police Recruiting facility,* incorporating Crime Prevention through Environmental Design (CPTED) principals. Implementation involved counter terrorism security survey, risk assessment and introduction of protocols impacting site access, surveillance, deterrence, and visitor screening.
- *Increased candidate selection efficiency,* enabling processing of 20K+ applicants and hiring of 5K+ employees annually.
- *Partnered with KPMG consultants to implement detailed assessment of NYPD's hiring process.* Key involvement included shaping of hiring parameters and design of new hiring processes for all roles.
- *Reformed applicant appeals policy* to ensure equity in candidate evaluation and selection.
- *Saved department hundreds of thousands of dollars in overtime expense* by refining overtime policy and reducing need for manpower required to hire and onboard candidates.

New York City Police Department (NYPD) — New York City, NY
Deputy Chief, Commanding Officer, Detective Borough Manhattan North — February 2016 to February 2017

Appointed to prestigious executive leadership role following implementation of NYPD's new unified investigative model. Commanded all investigative resource units within Patrol Borough Manhattan North and directed 350+ uniformed Officers across 12 Precinct Detective Squads, Homicide Squad, Night Watch Squad, Narcotics Unit and Gang Unit. Owned unit performance and oversight of all criminal investigations (30K+ per year). Managed operating, labor and expense budgets of up to $10M.

- *Established overhead command under new investigative model,* overseeing command structuring, personnel, logistics, equipment procurement and resource allocation. Chosen for one of a kind role due to diversity of law enforcement expertise.
- *Developed innovative approaches to stem illicit sale of prescription and street drugs.* Strategy deployed led to shutting down crime ring at the epicenter of NYC's pharmaceutical diversion epidemic.
- *Architected dozens of major case takedowns* involving coordination of multiple units (up to 300 Police Officers deployed simultaneously).
- *Formulated plan focused on gun crime reduction* that led to 12% decline in shootings.

New York City Police Department (NYPD) — New York City, NY
Deputy Chief, Commanding Officer, Special Operations, Internal Affairs — November 2014 to February 2016

Amplified execution of Internal Affairs Bureau's (IAB) mission to preserve police department integrity and fight Police Officer and civilian employee corruption by coordinating efforts of IAB's operational support units. Managed talent assets and resources of 24/7 IAB Command Center and directed teams tasked with allegation review, classification and assessment. Oversaw executive management of Fiscal, Integrity Testing, Police Impersonation and Training Units.

- *Enhanced performance of IAB's investigative groups* by contributing unique perspectives gained through years of experience in multiple law enforcement domains, including homicide, narcotics, gang, and intelligence units.
- *Developed and initiated use of innovative training materials* designed to improve job readiness/performance of 350 of IAB staff.
- *Conducted 600-800 innovative integrity tests* per year, tailoring tests to align with allegations raised.

New York City Police Department (NYPD) — New York City, NY
Inspector/Commanding Officer/Executive Officer, Narcotics Division — January 2007 to November 2014

Commanded Narcotics Division tasked with major case investigations, dismantling of criminal enterprises, stemming distribution of narcotics, and prevention of violent crimes. Created standardized crime reduction strategies. Analyzed intelligence and crime trends, leveraging data to effectively allocate and deploy resources. Directed increased use of software/technology to enhance investigatory capabilities. Supervised professional development of Captains, Lieutenants, Sergeants and Detectives.

- *Leadership resulted in 53% drop in shootings* and 3.3% decline in overall crime in Manhattan North over 2-year period.

Education

John Jay College of Criminal Justice   New York City, NY
Master of Arts (M.A.) in Criminal Justice

State University of New York / Empire State College   New York City, NY
Bachelor of Science (B.S.) in Cultural Studies

Early Career

New York City Police Department (NYPD)   New York City, NY

- **Early Policing and Law Enforcement Leadership Experience:** Police Officer, Sergeant, Lieutenant and Captain.

- **Experience Areas:** Field Training, Patrol, Integrity Control, Borough Investigations and Community Policing.

- **Notable Duty Assignments:** Executive Officer of public housing command in South Bronx. Supervising Executive in charge of site security at inner perimeter of Ground Zero.

Organizational Involvement

- **NYC Police Foundation Board of Trustees** – Speaker (2019)**.**

- **Detecting Crime Patterns -NFS Conference- Decision Analytics for Dynamic Policing** – Keynote Speaker (2019)**.**

- **John Jay College of Criminal Justice** – Commencement Speaker (2019)**.**

- **Police Executive Research Forum, Senior Management Institute for Police** – Attendee/Member (2017)**.**

Awards

- **Bangladeshi American Police Association (BAPA), Woman of the Year (2019).**

- **Tri-State Enforcement Foundation Award (2019).**

- **National HIDTA Award for Public Health-Public Safety Partnerships, Co-recipient (2019).**

- **Regina Coeli Society, Woman of the Year (2019).**

- **DEA Retired Detective Association (RDNY) Award (2016).**

- **NECO Ellis Island Ward (2016).**

- **Police Women's Endowment Association, Woman of the Year (2009).**