

ROBERT ANTHONY GROSS



PROFILE

Over thirty years of Austin Police Department law enforcement experience with past eighteen years in police management, with a high degree of measurable success in progressively responsible positions, effecting solid results in a culturally-diverse, multi-ethnic and rapidly developing high tech community in the State Capitol. Periodic contractual work post retirement to maintain professional skills.

EXPERIENCE

Post Austin Police Department Employment

10/2012 Police Foundation Research Study Participant

Research Study by the Police Foundation (Washington D.C.) In collaboration with the Austin Police Department and Travis County's D.A.'s Office examining types of evidence with which various criminal justice actors (judges, prosecutors, defense counsel, police investigators) deal with in evaluating evidence and case outcomes

08/2012 - 09/2012 Public Sector Solutions Contract (PSS)

Hired as a private contractor by PSS under contract with the Del Rio Texas Police Department to review business practices involving the property and evidence function. The initial project expanded into a review of management practices, department policy, facilities, training, equipment as well as ancillary functions (patrol/investigations) affecting the effective operations and integrity of evidence necessary for successful court prosecutions.

04/2010 – 06/2010 Federal Census Enumerator (Temporary)

Provided follow-up investigation for households that did not respond to the 2010 Federal Census Questionnaire

Austin Police Department, Austin, Texas

09/2003 - 10/2005 Commander North Central Area Command

Responsible for the management of all police activities in a new geographic area experiencing an economic decline over the past several years. Staged major cleanups in the worst areas followed up with neighborhood education and zero tolerance enforcement as a means to create a culture change and to bring the area out of its decline. Developed operational plans dealing with high violent crime rates involving family violence and robberies. Recognized by the Austin Chronicle as 'APD's Magnificent 7' in 2004. Received local and state recognition for efforts to improve quality of life through the reduction of declining urban areas associated crime issues. Worked with the AISD School District on curfew and truancy issues as arrests and data identified local high school students as suspects in a majority of the property crimes during school hours.

03/2003 – 09/2003 Temporary Assignment Redistricting Task Force

Assigned responsibility of creating two new area commands involving the redistricting of the city. The impetus for this project stems from citywide growth and the development of two continual crime hotspots in north and south Austin, which will be encompassed in the two new commands. This task encompassed all personnel, equipment and facilities issues for the project. The project required an analysis of departmental staffing and response times and the development of new deployment strategies to redistribute all patrol personnel and improve response times citywide. Upon completion assumed responsibility of the new north central area command.

10/2000- Commander Northwest Area Command

Responsible for the management of primary patrol response, division investigations district representative program and the Street Response units for the Northwest Area of the city. The area includes a number of neighborhoods, high-tech companies and the largest most rapidly growing sector of the city. Duties include management of all budget and personnel resources allocated to address crime and ancillary activities affecting the quality of life in this area.

1/2000-10/2000 Commander Accreditation/Inspections

The department was reorganized a second time in as many years. Transferred to address Accreditation and Inspections full time through contract completion. Responsible for ensuring department compliance of national law enforcement accreditation standards and successfully secured national professional recognition for the agency, December 2000.

2/99-1/2000 Commander Central West Area Command

Responsible for the management of primary patrol response, division investigations, and district representative program for the area encompassing the Central Business District, University of Texas Area, and surrounding residential neighborhoods. This Command is also responsible for citywide special events coordination. Duties include management of all budget and personnel and resources allocated for the Central West Area to address crime and ancillary activities affecting the quality of life. Successfully coordinated and commanded the biggest millennial celebration in this city's history known as A2K (Austin on the Verge Jan. 2000) with in excess of 250,000 people participating. This is in addition to retaining command responsibility for ensuring the department meets national accreditation standards.

11/97- 10/2000 Commander Accreditation Unit

{The Department's first Collective Bargaining Agreement collapses Deputy Chief and Captain ranks to that of Commander}

Responsible for ensuring department compliance national law enforcement accreditation standards and securing professional recognition.

2/97-10/97 Acting Assistant Chief – Patrol Operations Bureau

Responsible for managing citywide patrol response to all calls for service in a population of over 500,000. Patrol Operations encompasses a budget of approximately \$37 million dollars with 735 employees.

1/97 – 2/97 Deputy Chief - Patrol Operations Watch Command

Reassignment to Patrol

- Developed a Watch Command System to provide Street Command presence for patrol due to massive retirements over the past two years, creating a shortage of experienced personnel in front line operations.
- Developed a procedure and transition the Arrest Review function from Criminal Investigative Services Bureau (CISB/OSB) to Patrol Operations.
- Review/Revamp the Field Training Officer Program due to high turnover and reduced front line experience.
- Assume permanent responsibility for the Cadet Selection Board to ensure continuity and consistency in applicant selection and field training critiques.

9/94 - 12/96 Deputy Chief - Operations Support Investigations Bureau

Responsibilities involve management of all criminal investigations comprising of a \$15 million budget and five divisions with 16 sections: Persons Crimes - Homicide, Robbery, Sex Crimes, Assault, Child Abuse, and Juvenile Investigations/Missing Persons; Property Crimes - Burglary, Forgery, Theft, Auto Theft, Arrest Review; Narcotics - Major Crimes and Street Crimes;

Organized Crime - Gangs, Intelligence, Vice, S.A.F.E. Unit; and Victim Services Division, as well as participation with the District Attorney in the Austin/Travis County White Collar Crimes Unit.

Areas involve planning, budgeting, administration, and participation with interagency work groups within the Criminal Justice System at the local, county, state, and federal level.

ACCOMPLISHMENTS:

- Implemented two Bureau Reorganizations.
- Managed Case Investigations emphasized to ensure limited resources focused on solvable cases.
- Increased Task Force Investigations with the FBI, DEA and ATF on the local level.
- Focused Federal Prosecutorial efforts on disrupting entrenched gang/drug activity within the Austin Housing Authority.
- Emphasis on comprehensive investigations supported by an enhanced forensic analysis capacity.
- Promoted and sustained a high degree of cooperation with Federal, County and local agencies with significant improvement in dealing with juvenile issues.
- Homicide Unit honored by 100 Club as unit of the year.
- Three cold case Homicides solved. (1976, 1977, 1987)
- Sex Crimes arrested Mopac Serial Rapist ending a 3-year reign of terror.
- Sex Crimes recognized by the FBI Profiling Unit for Professionalism and Service.
- Successful implementation an initiation of 3 joint City/County/State Audit recommendations in the areas of Juvenile Justice, Child Abuse and Juvenile Dropout delinquency issues.
- Implementation of Curfew Ordinances with reductions in juvenile daytime burglaries, shoplifting and auto thefts.
- APD Representative in developing a County Wide Child Abuse Prevention Plan. APD, TCSO, Juvenile Court, District Court, HHSD.
 - Management Coordination Team to coordinate Juvenile Justice System process. APD, TCSO, AISD, TCDA, TCJP, HHSD.

- Child Protection Team (CPT)
- Child Advocacy Center (CAC)
- Executive Sponsor for the Juvenile Crime Task Force
- Chamber of Commerce Education Committee
- Grant Participation:
 - VOCA
 - Emergency Outreach to Children in Violent Households
 - Community Policing to Combat Domestic Violence
 - Grants to Encourage Arrest Policies

12/90 - 9/94 Deputy Chief - Technical Services Bureau

Responsibilities involve management of a variety of support functions directly affecting operations for the agency comprising of a 12 million dollar budget and five divisions: Forensics, Communications, Information Systems, Report Entry, and Training. Specific tasks involve planning, directing, and budgeting for these areas as well as administration of personnel policies and issues. This function requires participation with other law enforcement agencies, city officials, and city departments on a variety of ad hoc and standing committees. Responsible for implementing technological improvements throughout the department, as well as maintaining electronic communications and information system access and operations.

ACCOMPLISHMENTS:

- Implementation of Council Mandate to add (train) 47 new officers/year for the five-year period.
- Development of cultural diversity training at recruit and in-service level.
- Continued work on laptop integration with new relational database development.
- Development of personal computer and software utilization within department for consistency and compatibility with existing system.
- Introduction of Mobile Data Terminals (MDTs) in all patrol vehicles to expedite dispatch and call handling capabilities; and allow officers to initiate in unit warrant/wanted, registration and drivers license checks.
- Upgrade Communications/Dispatch capabilities to access all databases and perform multiple activities.
- ANI/ALI 9-1-1 upgrade to allow immediate identification of emergency call number and addresses.
- Mainframe upgrade for Police Information Systems and Computer Aided Dispatch (CAD). Benefit to EMS and Fire Department that also use CAD to dispatch calls for service.
- Implemented a digital imaging system for APD Identification division to digitize mugshots and rapidly process photo lineups as an investigative aid. This also helped modernize the police department's photo lab and expedited processing in the joint city/county Central Booking facility.
- Instrumental in the development of a new relational database for all police information systems along with new report to meet new federal guidelines for crime reporting (NIBRS). This preceded the introduction of laptop computers for field entry of offense reports by patrol officers.
- Implementation of the new state AFIS system (at a substantial savings to the department) as a remote site.
- Police department representative on citywide cross-functional team, Information Technology Advisory Board (ITAB), whose purpose is to develop a comprehensive policy for implementing technology for local government.
- Installed Voice Mail within the department.
- Chaired committee to address implementation of American Disabilities Act (ADA) within the department including development of Essential Functions for entry level officers and revamped the limited duty policy.
- Developed plans for Alternative Service Delivery for the handling of 9-1-1 and dispatch calls for service.
- Administered Communications division from 1991-1994, during which time 9-1-1 calls increased from 560,000 to 705,000 calls for service.
- Department representative on citywide cross-functional team for 800 MHZ Trunking.
- Coordinated Criminal Justice Information Systems requirements between County Central Booking and DPS as it related to AFIS. This was a result of changes in the Texas CCP Chap. 60, requiring a trail from arrest to final disposition.
- Implemented unfunded Federal Mandate (Brady Bill) for Travis County.

01/89 - 12/90 Captain - Forensics Division

Responsibilities consisted of directing and organizing technical support for field functions in six areas: Crime Laboratory, Photographic Laboratory, Identification Unit, Evidence Control Functions, Ballistics and Polygraph Services.

ACCOMPLISHMENTS:

Overhaul of evidence room operations after theft and losses to ensure proper chain of custody. This included the development of an Article Tracking Database from a previously manually operated function.

- Participation in development of the crime lab clandestine laboratory response team.
- Specification development, purchase, placement and management of hazardous material containment facilities in compliance with EPA and TWC regulation.
- Act as a liaison and administer city participation of City/County Interlocal Agreement to operate a Central Booking Jail facility.

01/88 - 01/89 Captain - Criminal Investigation Services Bureau Division II (Property Crimes)

Responsibilities involved direction and management of Burglary, Theft, Auto Theft, Forgery and Administrative Investigative Units.

ACCOMPLISHMENTS:

- Revised case assignment procedures to allow for more proactive investigations.
- Streamlined crime reporting coding to ensure statistical accuracy.
- Conducted a criminal investigation and management analysis of evidence room after several thefts and unaccounted property.

02/86 - 01/88 Lieutenant - Training Division and In-Service Training Unit

Responsibilities involved managing a one million dollar budget and providing 40 hours of mandated officer standards training bi-annually for a department in excess of seven hundred officers. Other duties involved development of other training programs and maintenance of the pistol range and driving track.

ACCOMPLISHMENTS:

- Development of standardized annual training for patrol level officers.
- Development of 40-hour class in supervision for newly promoted supervisors.
- Enhancements to new Sergeant Investigator Training Curriculum.
- Development/Integration of a Semi-Automatic Pistol Program in the department.
- Acquisition of Interactive Stress Simulated Fire Arms Training System for cadet and in-service training (FATS).
- Enhancement to long-term management training program for lieutenants and above (FBI, SPI, SLEI, Northwestern).

10/85 - 02/86 Lieutenant - Jail

Responsibilities consisted of maintaining jail operations, monitoring prisoner booking and releases, and managing jail personnel.

07/83 - 10/85 Senior Sergeant - Patrol Division

Responsibilities consisted of the supervision and direction of 10 patrol officers covering one sector of the city; responding to all calls for services during a tour of duty.

12/81 - 07/83 Sergeant Investigator - Research and Planning Career Criminal Unit

Duties involved referral of cases to district attorney's office on career offenders.

05/81 - 12/81 Sergeant Investigator - Criminal Investigative Services Bureau - Burglary Detail

Duties encompassed investigation of burglary offenses, filing cases and securing warrants, effecting arrests and testifying against felony offenders.

08/75 - 05/81 Patrol Officer and Senior Patrol Officer

Duties involved answering calls and preliminary investigations for follow up, citation issuance, arrests for felony and misdemeanor offenses, collision investigations, and providing courtroom testimony and other public service duties as requested.

COMMITTEES/AFFILIATIONS

Previous:

Austin Area Urban League

Served as APD Representative on a variety of Standing and Ad Hoc Committees locally and nationally

Local - Management Coordination Team, Juvenile Crime Task Force, Information Technology Advisory Board et al

Assistant Cub Master Capital Area Council Pack 2 1998-2000

Assistant Scout Master Capital Area Council Troop 3 1997 to 2005

National - Local Representative in Washington D.C. as part of a Regional Work Group

- Brady Bill Implementation

- UCR Regional Work Group

Austin Police Association member 1975-2005

APA Board Representative for Senior Sgt. Rank 1985

APA Board Representative for Commander Rank 2005

Assessor for the National Commission on Accreditation for Law Enforcement Agencies (CALEA) 2003-2004

Central Texas Trail Tamers Volunteer (non-profit organization) 2007-present

PROFESSIONAL DEVELOPMENT

1977 - BA Economics, University of Texas at Austin

1987 - FBI National Academy 149th Session, Quantico, Virginia

96/97- School Year Adjunct Professor Social and Behavioral Sciences Criminal Justice Division St. Edwards University

2001 - Austin Police Department/ UT LBJ Grad School West Point Leadership Academy

AWARDS

Medal of Honor, Austin Police Department

Distinguished Commanders Medal, Austin Police Department

Certificate of Merit, Austin Police Department

Meritorious Unit Citation, Austin Police Department

Live saving Bar, Austin Police Department

Honorable Conduct Citation 30 years

Safe Driving Award 20 years

Physical Fitness Ribbon - 10th Percentile Physical Fitness

Master Peace Officer Certification

City of Austin BASICS Award

City Council Distinguished Service Citation (Accreditation)

Chiefs Excellence Award

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COMMISSION ON ACCREDITATION FOR LAW ENFORCEMENT AGENCIES
Incorporated



10302 Eaton Place, Suite 100 • Fairfax, Virginia 22030-2215 • Local (703) 352-4225 • (800) 368-3757 • FAX (703) 591-2206 • calea@calea.org

November 22, 2003

Mr. Stanley L. Knee
Chief of Police
Austin Police Department
715 East 8th Street
Austin, TX 78701-3300

Dear Chief Knee:

Congratulations!

It is a privilege to advise you that your agency has met the requirements of a highly regarded and broadly recognized body of law enforcement standards, and was accredited for a second time by the Commission on Accreditation for Law Enforcement Agencies, Inc., on November 22, 2003.

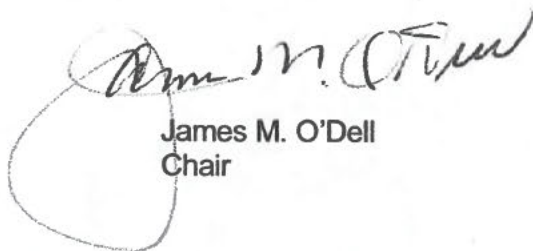
Your agency's reaccreditation represents the satisfactory completion of a continuous process of thorough agency wide self-evaluation, concluded by an exacting outside review by a team of independent assessors.

It also represents your agency's ongoing acceptance of the obligation to continue the quest for professional excellence by working toward fulfillment of any remaining applicable other-than-mandatory standards with which you chose not to comply during this reaccreditation activity, and any future standards promulgated by the Commission that may be applicable to your department.

Accreditation of the Austin Police Department is for three years. During the period of accreditation, your initial award date of December 2 will serve as the anniversary date for submission of yearly reports verifying your agency's continuing compliance with the standards under which you became reaccredited.

On behalf of the Commission on Accreditation for Law Enforcement Agencies, Inc., we commend you and the Austin Police Department for demonstrating commitment to professional law enforcement in policy and practice. Again, congratulations.

Sincerely,



James M. O'Dell
Chair



Sylvester Daughtry, Jr.
Executive Director

Application Form

Profile

Robert _____ A _____ Gross _____
First Name Middle Initial Last Name

Preferred Name

Robert

Email Address

Home Address

Suite or Apt

City

State

Postal Code

Residency and District Information

Are you a City of Austin Resident? *

Yes

Are you, or your employer, a registered lobbyist with the City or have you, or your employer, been registered as a lobbyist with the City Clerk within the past three years?

No

Home: _____
Primary Phone Alternate Phone

Cell Phone

Home Phone

Business Phone

Select Your District

District 10

Austin Tx Police Department _____ Deputy Chief Retired _____
Employer Job Title

Interests & Experiences

Robert A Gross

Please tell us about yourself and why you want to serve on a board or commission

Why are you interested in serving on a board or commission?

I served the city of Austin for 30 years in the Austin Police Department in all ranks from Officer to Deputy Chief. I served in the areas of patrol, investigations, training and technical services. Having been involved in a number of internal investigation and disciplinary review boards, I believe my experience would be valuable for this position. I was the Accreditation Manager for APD when it received national accreditation in 2004.

[ROBERT ANTHONY GROSS_resume.docx](#)

Upload a Resume

Resume

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[REDACTED] ell PROFIL [REDACTED] ent
e [REDACTED] eighteen years in management, and a hig

Qualifications

Knowledge of policies and procedures in law enforcement operations. B.A. UT Austin
Graduate FBI National Academy

Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts.

Ethnicity

Caucasian/Non-Hispanic

Gender

Male

Sexual Orientation

Straight/Heterosexual

[REDACTED]
Date of Birth

Disability or Impairment Information

Do you have an auditory/hearing disability or impairment?

No

Do you have a visual disability or impairment?

No

Do you have a mobility disability or impairment?

No

Do you have a cognitive disability or impairment?

No

Do you have another disability or impairment you'd like to share?



Board Requirements

Which Boards would you like to apply for?

Municipal Civil Service Commission: Submitted

Some boards have additional requirements for appointees. Additional requirements will appear below as they apply to each board. They may not necessarily exclude a individual from service.

Question applies to City of Austin Firefighters ' Police Officers' and Emergency Medical Services Personnel Civil Service Commission

Please select the requirements you have met (City of Austin Firefighters,' Police Officers' and Emergency Medical Services Personnel Civil Service Commission): *

- A United States Citizen over the age of 25
- Resident of the municipality for more than 3 years
- Not have held office within preceding three years

Question applies to Municipal Civil Service Commission

Please select any requirements you have met (Municipal Civil Service Commission): *

- Experience or knowledge of the administration of human resources or labor relations

Question applies to Municipal Civil Service Commission

Are you a qualified voter of the city?

Yes No

Texas Open Records Act

City of Austin Officials are able to choose whether or not their home address, home telephone numbers, emergency contact information, social security number, and information that reveals whether they have family members are available to the public on request. The Texas Public Information Act is a State law that requires the City of Austin to disclose this information to anyone who requests it. The only exceptions are for: 1) commissioned peace officers; and 2) Official who file a written request to withhold this information. Officials who are not peace officers and who do not submit such a written request will have this information made available to anyone who requests it. Do you choose to have your home address, home telephone number, emergency contact information, social security number and information that reveals whether you have family members withheld from the public?

Yes No