

HOYT A. MAHALEY

Chief of Police

Law enforcement professional with over 25 years' experience leading and directing complex investigations, integrity compliance, and security. Strong and fair leader with a reputation for transforming, building, motivating, and leading teams to deliver exceptional outcomes. Strong interpersonal skills, excellent judgment and tact in both normal course of business activities and critical events, including de-escalation. Demonstrated subject matter expert in policing (public safety, public policy, and protecting civil interests), physical security, investigations, policies, technical and computer analysis support. Exceptional work ethic with a reputation for honesty, loyalty, courage, and integrity. Experienced in supporting business continuity through staffing, training, budgeting, policy implementation, establishing procedures, and handling criminal, cyber, technical, insider threat, and internal investigations.

KEY SKILLS & COMPETENCIES

- Incident Management
- Program & Project Management
- Process Improvement
- Change Management
- Workplace Violence Prevention
- Key Performance Indicators (KPI)
- Technology Integration
- Labor Management
- Business Administration
- New Program Development
- Policy Development
- Resource Allocation

PROFESSIONAL EXPERIENCE

FEDERAL BUREAU OF INVESTIGATION

Washington, D.C.

2020 – Present

Acting Unit Chief – Insider Threat Division

Oversee day-to-day activities of the Unit comprised of Reactive and Analytical Risk Assessment Teams with 20+ team members accountable for identifying and eliminating potential threats through threat assessment and threat management.

Selected Achievements:

- Developed and mentored teams by identifying key performance indicators, suggesting training opportunities, establishing objectives, and evaluating performance
- Established a continuous improvement process for the Analytics Team to develop a threat management system to identify vulnerabilities amongst 51,000 employees with outliers and indicators that present potential threats
 - System generates quarterly reports and identified 170+ employees needing further evaluation
- Led team to author Business and Functional Requirements while collaborating with Front-End and Back-End Developers to create an advanced trigger system to flag employees with vulnerabilities and security risks based on open source records
- Managed team that developed an advanced IT system for capturing specified indicators for further internal review
- Reviewed employee misconduct and mental health investigations and conducted further review to assess risk

FEDERAL BUREAU OF INVESTIGATION

Atlanta, GA

2019 – Present

Supervisory Special Agent – Human Intelligence, Public Sector, & Community Outreach Squad

Accountable for supervising 10 Special Agents from the FBI and two (2) Task Force Agents from the US Army Operations Group charged with managing a confidential human intelligence program to strategically target sources of intelligence for FBI investigations. Program manager responsible for 280 sources.

Selected Achievements:

- Team recruited 39 confidential sources specifically targeted for national security and criminal matters
- Sources received 1953 statistical accomplishments for fiscal year 2020
- Routinely conducted risk assessments to ensure compliance with safety regulations and FBI operating guidelines
- Presented quarterly to the Domestic Security Alliance – typically 40 attendees
- Organized annual Citizens Academy and selected 40+ members of the community to attend six (6) week programs to be introduced to FBI management and operational programs within the Bureau, enhancing relationships with the community
- Equipped organizations with awareness and protection by presenting topics concerning cybersecurity, ensuring safety through preparedness

FEDERAL BUREAU OF INVESTIGATION

Atlanta, GA

2018 – 2019

Supervisory Special Agent – Cyber Squad

Hand selected to rebuild a squad suffering from the results of a failed leadership team. Provided leadership for 16 Cyber Agents, Intelligence Analysts, Computer Scientists, Staff Operation Specialists, and Operational Support Technicians responsible for managing national security and criminal cyber investigations including computer network intrusion, ransomware, BEC, and ATM skimming cases.

Selected Achievements:

- Transformed squad by creating a culture of trust and confidence through communication, team building exercises, and demonstrating accountability which increased productivity by 30% and resulted in a Gold standard rating

- Reorganized the investigative structure by evaluating criminal trends and prioritizing Business Email Compromise (BEC) threats to corporations – identified that victims of Atlanta had suffered \$56M in losses in 1-year
- Managed five (5) National Security and 50+ criminal cases involving network intrusion, ransomware, BEC, and ATM skimmer cases, resulting in 33 indictments, arrests, and convictions with over \$10M seized and returned to victims
- Built a Cyber Task Force, including the FBI, Cobb County PD, Georgia Bureau of Investigations, Smyrna PD and the IRS
- Established threat metrics and addressed intelligence gaps which identified 45+ addressable issues, resulting in receiving a Gold rating by the FBIHQ (highest possible rating) in 2019
- Worked with case agents to successfully enhance their investigative skillset and mentored employees to achieve leadership opportunities – eight (8) of which implemented techniques in cases resulting in successful prosecutions
- Delivered Cyber Security presentations to corporate and community partners with up to 400 attendees

FEDERAL BUREAU OF INVESTIGATION

Atlanta, GA

2014 – 2018

Supervisory Special Agent – Technical Investigative and Computer Analysis Response Team

Managed 21 direct reports with an investigative and technical background with focus on technical integration with criminal and national security investigations. Accountable for budgets totaling \$300K annually.

Selected Achievements:

- Handled 300+ cases annually with a success rate of 80%+
- Routinely served as the Assistant Special Agent in Charge for the Intelligence and Operational Support Branches

FEDERAL BUREAU OF INVESTIGATION

Atlanta, GA

2012 – 2014

Supervisory Special Agent – Inspection Division

Accountable for managing internal investigations in FBI field offices throughout the US and within US Embassies in foreign countries with violations ranging from minor infractions to first degree homicide.

Selected Achievements:

- Educated 300+ employees on the internal investigative process, maintaining the integrity of the investigation, and provided an environment of honesty and cooperation
- Prepared detailed summaries of 107+ investigations and presented to the OPR for analysis and adjudication
- Responded to 35 Department of Justice complains, Congressional and public inquiries, and briefed FBI executives

FEDERAL BUREAU OF INVESTIGATION

Atlanta, GA

2004 – 2012

Technical Advisor – Technically Trained Special Agent

Program manager accountable for leading eight (8) technically trained Special Agents to handle technical investigative matters. Managed various programs including Cyber Intrusion, Covert Audio and Video Recordings, Title III and FISA Intercepts, Vehicular and Personal Trackers, and Cellular Tracking. Managed budgets in excess of \$100K annually.

Selected Achievements:

- Conducted 30+ cell phone tracking missions, resulting in 23 arrests
- Acquired funding to increase team’s capabilities and knowledge – invested \$20K annually per agent
- Hosted three (3) Technical Exploration events with 11 display booths and invited 400 employees, increased the squad’s productivity by 20%
- Recruited five (5) hand-selected Special Agents to become On the Job Training Technical Trained Agents
- Worked 300+ technical investigations annually with 80% resulting in successful prosecutions
- Trained +/-40 new Special Agents and Task Force Officers annually on technologies

ADDITIONAL EXPERIENCE

Special Agent – White Collar Corruption Squad, FEDERAL BUREAU OF INVESTIGATION, Atlanta, GA

Special Agent – Gang/Drug/Violent Crimes Squad, FEDERAL BUREAU OF INVESTIGATION, Atlanta, GA

Police Officer, MILWAUKEE POLICE DEPARTMENT, Milwaukee, WI

EDUCATION

Bachelor of Science in Engineering – Construction Management & Supervision, Western Michigan University

PROFESSIONAL AFFILIATIONS

Atlanta Division MMAC Chairperson, Mid-Management Advisory Committee, 2019 – Present

Active Board Member, Integrated Management Team

Nursing Home Minister & Co-facilitator – Grief Share Ministry, Victory World Church