

DAVID HEARD

**200 E. Wells St., Room 706
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SUMMARY

- Over nine year’s management experience emphasizing a collaborative yet decisive style.
- Function well both as a leader and as a team member with the ability to handle multiple responsibilities.
- Building productive relationships between various community organizations to further the goals of the Fire and Police Commission.
- Persuasive skills both written and verbal.
- Strong interpersonal skills.

PROFESSIONAL EXPERIENCE

City of Milwaukee 2003 – Present

Department of Employee Relations

EXECUTIVE DIRECTOR CITY OF MILWAUKEE FIRE AND POLICE COMMISSION

- Coordinated and conducted a national search for Chief of Police. On November 18, 2003, Captain Nannette Hegerty was sworn in as Chief of Police.
- Developed and maintained a working relationship between the Board of Fire and Police Commissioners, Police Chief Nannette Hegerty and Fire Chief William Wendlandt.
- Provided leadership in the merger and consolidation of the Fire and Police Commission and the Department of Employee Relations.
- Assist the Director of Employee Relations in the strategic planning and operations of the department.

City of Milwaukee 1994 - 2003

Fire and Police Commission

PUBLIC RELATIONS OFFICER

- Developed, coordinated, and maintained a comprehensive and effective recruitment plan to ensure adequate representation of minorities and females on the Fire and Police Departments. Creating an eligible list with one thousand seventy three individuals for Police Officer.
- Managed and reviewed the Citizen Complaints received by the Fire and Police Commission, which includes identifying department members, rule violations and conducting the mediation process.
- Developed and maintained a working relationship with the command staff of both the Fire and Police Departments.
- Ensured that members of both departments are in compliance with the residency requirements.
- Conducted background investigations for all positions on the Fire Department as well as exit interviews. Coordinated and participated in the background appeals for all applicants of the Police Department. Assisted in various levels of testing for both departments.

City of Milwaukee 1996 - 2002

Police Department

POLICE OFFICER

- Regular patrol duties in a variety of assignments working with citizens to solve problems in the community.

DAVID HEARD

EDUCATION

University of Wisconsin Milwaukee various courses no degree obtained. I have participated in mediation training at UWM and numerous other outreach programs.

Participated in a Criminal Justice Conflict/Dispute Resolution and Mediation workshop offered by Saint Xavier University.

Participated in numerous classes and workshops offered by the Department of Employee Relations and the University of Wisconsin Milwaukee.

High School Diploma Rufus King 1974

AFFILIATIONS

Children Service Society Advisory Board Member
Hartford Avenue School Governance Council (Chair)
National Organization of Black Law Enforcement Executives (NOBLE)
National Association of Civilian Oversight (NACOLE)