


December 12, 2023

Memorandum

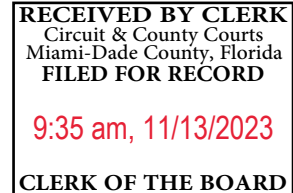


Date: November 13, 2023

To: Honorable Chairman Oliver G. Gilbert, III
and Members, Board of County Commissioners

From: Daniella Levine Cava
Mayor 

Subject: Mayoral Appointment – Director of the Miami-Dade Police Department



Pursuant to the authority vested in me under Section 2.02(C) of the Miami-Dade County Home Rule Charter, I hereby appoint Stephanie V. Daniels to the position of Director of the Miami-Dade Police Department (MDPD), effective immediately.

Stephanie has devoted the past 30 years in service to her community. She joined MDPD in 1992, after working for the State Attorney's Office and the City of Miami Police Department. Stephanie holds a Bachelor of Arts in Organizational Leadership from St. Thomas University and a Master of Arts in Business Administration from Nova Southeastern University. Her resume is attached for your reference.

Stephanie has successfully led the department over the last several months as Interim Director, and I am confident in her leadership as permanent director. This is a historic milestone for our community as Stephanie becomes the first woman and the first Black woman to lead the department. Please join me in thanking Stephanie for her service to Miami-Dade County and in congratulating her on her new role.

Attachment

c: Honorable Juan Fernandez-Barquin, Clerk of the Court and Comptroller
Geri Bonzon-Keenan, County Attorney
Gerald Sanchez, First Assistant County Attorney
Jess McCarty, Executive Assistant County Attorney
Office of the Mayor Senior Staff
Department Directors
Yinka Majekodunmi, Commission Auditor
Jennifer Moon, Chief, Office of Policy and Budgetary Affairs
Basia Pruna, Director, Clerk of the Board

MDC001



STEPHANIE V. DANIELS

9105 NW 25th Street, Doral, Florida 33172 • (786) 218-8364 • sdaniels@mdpd.com

EDUCATION

Master of Arts in Business Administration Nova Southeastern University, Miami, FL	<i>January 2004</i>
Bachelor of Arts in Organizational Leadership St. Thomas University, Miami, FL	<i>December 2001</i>
Miami Dade College	<i>August 1992</i>
High School Diploma Miami Northwestern Senior High School	<i>June 1986</i>

PROFESSIONAL EXPERIENCE

Interim Director, *July 2023 – November 2023*
MDPD

Responsible for the day-to-day operations of the Miami-Dade Police Department (MDPD), to include the administration, operation, and internal management of the Department. In addition, conducted the planning and assignment of programs and police activities, to include crime prevention programs.

Deputy Director, *March 2022 – Present*
MDPD

Oversaw all police services/functions within the MDPD to include but not limited; to the Investigative, Police, and Departmental Services, which are inclusive of the aforementioned. In addition, I overseen the Miami-Dade Public Safety Training Institute & Research Center and the Psychological Services. The responsible for the coordination and deployment of the majority of the Department's total complement of sworn personnel and was responsible for providing traditional police services to meet the needs of the community.

Assistant Director, *March 2019 – March 2022*
MDPD Investigative Services

Oversaw Investigative Services, which includes but not limited to the Homicide, Robbery, Special Victims, Homeland Security, Narcotics, Economic Crimes, and the Warrants Bureaus.

Assistant Director, *March 2018 – March 2019*
MDPD Police Services

I delegated responsibility for centralized and decentralized patrol, police operations, and uniform services, e.g., repress and prevent criminal activities, investigate offenses, apprehend offenders, furnish day-to-day law enforcement services to the community, and provide agricultural patrol.

Assistant Director, *March 2016 – March 2018*
MDPD Departmental Services

Oversees Departmental Services, which include the Personnel Management, Communications and Central Records Bureaus, and the Miami-Dade Police Department Public Safety Training Institute, and the Strategic Planning & Development Section.

Police Major, *November 2015 – March 2016*
Professional Compliance Bureau

Coordinates and manages the Department's Professional Compliance Bureau (PCB), including Internal Affairs, Public Corruption & Criminal Conspiracy, and the Administrative Sections. Ensures that short-term and long-term Criminal & Administrative Investigations are investigated

thoroughly, and that Administrative Investigations are completed within the statutory 180-day timeframe, pursuant to the *Weaver Act*.

*Police Major,
Robbery Bureau*

March 2015 – November 2015

Oversaw the activities of the Robbery Bureau, by managing personnel and ensuring that services rendered were aligned with the Department's mission. Focused on reducing and eliminating robberies throughout Miami-Dade County.

*Police Major,
Northside District*

April 2013 – March 2015

Commanded and directed sworn and nonsworn personnel in the Department's busiest district. Supervised, evaluated, and mentored subordinates in alignment with the Department's mission. Intentional implementation of several district-wide community outreach initiatives for the purpose of enhancing police-community relations.

*Police Lieutenant
Professional Compliance Bureau, Internal Affairs Section*

April 2007 – April 2013

Supervised short-term and long-term Criminal & Administrative Investigations. Ensured that Administrative Investigations were completed within the statutory 180-day timeframe, pursuant to the *Weaver Act*. Regularly reported to the Captain and Major regarding on-going cases, events, and meetings of concern to the PCB. Monitored overtime expenditures, responded to call-outs; and managed a variety of other administrative responsibilities, including the reviewer of cases for clarity, grammar, and accuracy. Facilitated annual evaluations of assigned Sergeants and two Secretaries and ensured that unit personnel complied with established witness subpoena procedures. Served as the Bureau's Health and Welfare Officer. Also, served as the Acting Captain in the absence of the Bureau's Captain, where I was responsible for the daily operation of the PCB.

*Police Lieutenant
Professional Compliance Bureau, Staff Inspection/Administrative Section*

December 2006 – April 2007

Supervised both Level I & Level II Departmental Inspections. Supervised, coordinated, and evaluated the performance of the Staff Inspection Section and Administrative Section of the PCB. Also, tasked with reviewing the Payroll and Attendance Record (PAR) for the Bureau and monitoring overtime expenditures. Responsible for reviewing and approving all public records requests to ensure compliance with F.S.S. Chapter 119. Served as the Bureau's Health and Welfare Officer and Hurricane Coordinator. Prepared and reviewed correspondence and traces for clarity, grammar, and accuracy and performed other duties as assigned by the PCB Captain or Major. As the PCB Staff Inspection/Administrative Section Commander, led a staff of six personnel in the Departmental change to include biennial inspection of the Off- Regular Duty Service Program (first inspection was performed in February 2007). Also, authored several changes to the records section to include an update to PCB Standard Operating Procedure (SOP), Sections 37 & 39, and various memorandums.

*Police Lieutenant
Intracoastal District/Uniform Patrol, Platoon Commander*

November 2006 – December 2006

Commanded the Intracoastal District Midnight shift. Responded to scenes of major incidents to assess the situation and ensure that appropriate measures were taken. Informed the district captain of unusual incidents or personnel concerns during the shift. Reviewed all incoming and outgoing correspondence related to the assigned shift and/or personnel, facilitated evaluations, attended weekly district COMPSTAT meetings, monitored crime and traffic trends that affect the district, and designed a plan of action to address the same. Reviewed payroll, monitored overtime expenditures, represented the district at community meetings to address citizens' concerns.

Police Sergeant

January 2005 – November 2006

Professional Compliance Bureau, Internal Affairs Section

Investigated complaints filed by employees and citizens against sworn and non-sworn personnel of the Department. Informed Lieutenant, Captain and/or Bureau Commander of incidents/events and meetings of concern to the Department and Bureau. Served as Section Supervisor in the absence of the Lieutenant. Attended meetings and responded to call-outs to assess the situation and ensure that appropriate measures were taken. Informed the Bureau's Captain of unusual incidents or personnel concerns during the shift. Ensured that the Lieutenant was duly informed of case progress and important developments. Also, maintained relationships with other agencies and performed other duties as directed by supervising Lieutenant.

Police Sergeant

September 2003 – January 2005

Crime Analyst Unit, Northside District

Supervised sworn and non-sworn employees. Oversaw the daily operation of the Northside District's statistical unit. Drafted memoranda, facilitated evaluations and reviewed traces concerning the section. Oversaw weekly and monthly trends and statistics. Developed and implemented new ways to increase efficiency. Maintained inventory of all equipment within the Section. Managed payroll and maintained relationships with other agencies.

Police Sergeant

May 2003 – September 2003

Neighborhood Policing Unit, Northside District

Supervised uniformed police officers involved in problem solving. Implemented new and innovative ways to address crime trends within assigned neighborhoods. Motivated officers to be creative in solving various neighborhood problems. Drafted memoranda facilitated evaluations and reviewed traces concerning the squad. Maintained inventory of all equipment assigned to squad members. Completed payroll and maintained relationships with other agencies. Programs organized during my tenure within the Northside Neighborhood Policing Unit included: *Operation Golden Sands* (This operation focused on combating burglaries at local businesses. The SARA Model was utilized in this operation); *Lincoln Field After School Camp* (This program was geared at bridging the gap between law enforcement and the community. The focus was to assist in promoting healthy attitudes, unity, good citizenship, and self-development); *Operation Summer Blast* (This program presented another opportunity for the police community to problem solve in non-traditional ways).

Police Detective

May 2000 – May 2003

General Investigations Unit, Carol City District

Initiated follow-up investigations for assaults, burglaries, vandalism, thefts, auto-theft and other felonies/misdemeanors. Conducted surveillance on individuals responsible for burglaries, thefts, vandalisms, etc. Initiated follow-up investigations on referrals, citizen complaints, and detective leads concerning street level sales of narcotics. Assisted other agencies including the Department of Corrections and Probation & Parole. Maintained relationships with various agencies. Assisted with the prosecution of cases brought before the State Attorney's Office. Attended meetings and assisted citizens with questions and referrals.

Police Officer

January 1998 – May 2000

Carol City District/Uniform Patrol & Field Training Officer (FTO)

Proactively addressed crime trends in specified area. Conducted traffic stops to address violations. Prepared reports for citizens. Prepared, monthly statistics, trained and supervised Probationary Police Officers (PPO). Prepared daily evaluation for PPOs' and assisted citizens with questions and referrals.

Police Officer

May 1996 – January 1998

Community Oriented Policing (COPs), Carol City District

Patrolled the neighborhoods of Carol City District, I implemented new and innovative ways to address crime. Drafted memoranda concerning my assigned neighborhood/area. Established and maintained relationships with community members and other law enforcement agencies. Attended community meetings (including crime watch and citizen advisory council) and assisted citizens with questions and/or referrals. Co-developed programs with the assistance of other COP officers while working in the Carol City District, included: *Shop with a Cop* (The Wal-Mart Manager at 17250 NW 57th Avenue, provide us with an opportunity to bring underprivileged kids from within the Carol City District to shop with a COP); the *Bunche Park Internship Program* (This program was geared to capture the attention of youths ages 13-21, and to guide them away from a life of crime. We partnered with managers of local business such as, Wal-Mart, Churches Chicken and Kentucky Fried Chicken to assist with interviewing the youth for job opportunities.), Bunche Park Elementary School mentoring program. Volunteered to be one of the original 61 COP officers to have worked within the Department.

Police Officer

November 1992 – May 1996

Uniform Patrol & Field Training Officer (FTO), Intracoastal District

Proactively addressed the crime trends in specified neighborhoods. Conducted traffic stops to address violations. Prepared reports for citizens. Reported monthly statistics. Trained and supervised PPOs. Prepared daily evaluation for PPOs.

Police Officer Trainee

February 1992 – November 1992

Miami-Dade College

Completed all requirements for state certification. Actively participated in training pursuant to state statutes and county ordinances for employment with Miami-Dade Police Department.

Clerk IV

January 1990 – February 1992

Miami Police Department

Conducted records check on persons, vehicles, and articles. Responsible for data entry (stolen vehicles, tags and articles) for the Florida Crime Information Center (FCIC) and the National Crime Information Center (NCIC). Also, entered missing persons and runaways into FCIC/NCIC. Responsible, also, for a number of other duties as deemed assigned.

Secretary

March 1988 – January 1990

State Attorney's Office

Managed telephones and prepared messages and notes for the Paralegals. Also assisted paralegals and attorneys with drafting court orders and filing court-related documents.

PROGRAMS IMPLEMENTED WITHIN THE MDPD

- *Cold Case Squad*, Implementation of a Cold Case Squad within the Northside General Investigations Unit to investigate open-pending unsolved shooting cases.
- *State Attorney's Collaboration* obtained a partnership with the State Attorney's Office, an ASA was assigned to assist with arrest warrants and search warrants.
- *The Guardianship Program* oversaw the development and implementation of the Guardianship Program. The Guardianship Program serves as the Public Guardian of the 11th Judicial Circuit and represent adults that have been legally determined to be incapacitated and relatively indigent. From time to time, some Guardians' will come in contact with law enforcement, or we may have a need to be in contact with law enforcement. If this is to occur, officers will conduct a check on them to identify where they live and transport them or have someone come to pick them up.

COMMUNITY OUTREACH & ENGAGEMENT

- *Coffee with a COP*, this concept was aimed to build trust between community members and police officers, one cup of coffee at a time. It's a simple concept: officers and community members come together in an informal, neutral space to discuss community issues, build relationships, and drink coffee.
- *Officer Friendly program*, this program acquainted children and young adults with law enforcement officials as a critical part of a community-police relationship development. This program isn't new; however, the Northside District has re-energized it by having the COPS officers interact on a regular basis with elementary and middle school children. This interaction will allow a positive introduction to police officers.
- *Townhall Meetings & Community Outreach meetings* at local churches within the District. These meetings give citizens direct access to the District's Command Staff. At these meetings, citizens express their concerns about issues in the community and the District's Command Staff shares ways they can assist with district's concerns; and ways not to become a victim.
- *Teaming up with a COP*, this is a quarterly meeting that is held within the Lincoln Fields Apartment Complex. The purpose of each meeting is to address concerns that the residents may have and to improve police relations with the residents. Thus far, there have been four (4) meetings in Lincoln Fields. These meetings are held to improve police relations with the residents that live within Lincoln Fields, and also, ways to improve their lives. During some of the meetings, we partner with various outside agencies including; Walking One Stop, Career Source, the State Attorney's Office, The US Attorney's Office, and Miami-Dade College to assist the residents with quality-of-life issues.
- *Community Oriented Policing Services*, September 5, 2014, CNN News visited the Lincoln Fields Housing Complex and produced a news story in an effort to observe how the Community Oriented Policing Services program functioned, and how that program could help prevent a Ferguson, Missouri incident from occurring in Miami-Dade County. CNN observed the officer's interaction with the community and interviewed COPS officers and residents of Lincoln Fields. Parents and children alike gave a favorable report as to the results of the program.
- September 9, 2014, the nationally syndicated news show "TODAY" filmed an expose on crime activity within Miami-Dade County, with a special focus on police response within the Northside District.
- The implementation of the *Youth Outreach Unit (YOU)*, the goal of the YOU program is to significantly advance the practice of community policing by enmeshing law enforcement into daily life in positive and proactive ways. The YOU program provides underserved youth with an opportunity to form a genuine relationship with a caring member of the community. This positive relationship is meant to provide the youth with a perception of authority which is supportive and sincere.
- *Miami-Dade Police Department & Juvenile Service Department Youth Roundtable*, open dialogue with the police. The goal behind this is to continue to keep the lines of communications open between the police and youth.
- *Computer for guns initiative*, which provides computers and technical training to community members in exchange for the relinquishing firearms.

PROFESSIONAL ASSOCIATIONS & ACTIVITIES

- Member, International Association of Chiefs of Police
- Major City Chiefs Association, Police Executive Leadership Institute V
- Member, Miami-Dade County Association of Chiefs of Police
- Past President, National Organization of Black Law Enforcement Executives
- Board Member, Urban League of Greater Miami

- Member, Miami-Dade County Speaker's Bureau
- Serves as Ethics Officer for Miami-Dade Police Department
- Assessor, representing Miami-Dade Police Department with various other law enforcement agencies throughout the United States
- Member & Former Executive Officer, Progressive Officers Club, Inc.
- Member, Police Benevolent Association

SUMMARY

I am an experienced law enforcement professional with 32 years of experience in a variety of roles within the MDPD. In my capacity as a member of the MDPD command staff, I have maintained oversight of various law enforcement services, to include the aforementioned above.

In the past three decades, citizen and community engagement has been crucial to my personal and professional development as a public servant and a law enforcement officer. Relationship-building and prevention-based initiatives are a major component of my approach to law enforcement. My professional career has been enhanced by my education. As a graduate degree holder (Master of Business Administration), I have incorporated valuable lessons from my studies related to business operations and personnel management in my everyday work as a law enforcement executive.