

Thomas C. Frazier

Frazier Group, LLC
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Professional Experience

2001-present Frazier Group LLC President

Founder and CEO of a global consulting firm providing customized services to clients in the government, corporate, and nonprofit sectors. Establish and oversee advisory, intervention, and study teams working in the areas of strategy development, executive management, operations, administration, organizational assessment, executive search, and civil rights compliance. Develop innovative, cost-efficient programs, proposals, and curricula. Established and developed a nationally recognized team of subject matter experts. Frazier Group, LLC, has served clients including the Department of Homeland Security, NASA, Johns Hopkins University, U.S. Department of Justice, State of Sao Paulo (Brazil), National Association of Public Administrators, and the Cities of Philadelphia, Boston, and Louisville. Served as a Federal Monitor of the Consent Decrees of both the Cities of Los Angeles and Detroit, leading the assessment of training and force encounters. As an expert in Fusion Center operations and assessment, visited and assessed dozens of centers across America. Taught Suspicious Activity Reporting (nationwide SARS Initiative) to police chiefs and sheriffs across the country.

From 2001 to 2010, served as Executive Director of the Major Cities Chiefs Association (MCCA), one of the nation's oldest and most influential law enforcement organizations. This association represents the chief executives of the 70 largest law enforcement agencies in the United States and Canada. Supported the Board of Directors of MCCA in responding to critical issues, coordinated MCCA activities and promoted relationships among member agencies, the National Sheriffs Association, the Major County Sheriffs Association, the International Association of Fire Chiefs, DHS Grants Administration, DHS Intelligence and Analysis, the Department of Justice, and represented MCCA in matters before Congress and the White House.

Served as the MCCA representative to policy councils on Intelligence Led Policing, Suspicious Activity Reporting, the Senior Law Enforcement Interagency Advisory Group, ODNI Partners Group, the Fusion Center Management Group, the Criminal Intelligence Coordinating Council, the Global Intelligence Working Group, and the MCC Intelligence Commanders Group. Responsible for leading delivery of the Chief Executive Officers Briefings to State and Regional Chiefs and Sheriffs on Suspicious Activity Reporting, and the value of the nation's Fusion Center network. Held face-to-face issue meetings with Attorney General Eric Holder, Secretary of DHS Janet Napolitano, White House and Congressional staff, and former attorneys general and Presidential appointees.

1999-2001 Office of Community Oriented Policing Services Director
U.S. Department of Justice

As a Presidential appointee, directed all administration and operations of one of the primary granting agencies of the Department of Justice. Established new initiatives and policies to foster community oriented policing as the foundation on which to advance law enforcement's involvement in sustaining viable communities. Implemented one of the largest grant programs in the history of the Justice Department, an \$8.8 billion dollar allocation to hire and support 100,000 new police officers nationwide. Identified key national issues in crime and order maintenance, law enforcement ethics, support of Indian Country, and providing funding support to public safety agencies to address current issues. Provided guidance and technical support to the Attorney General of the United States and Associate Attorney General in matters related to public safety and community oriented policing. Served as liaison to federal agencies, state and local law enforcement agencies, private foundations, and nonprofit organizations on behalf of the COPS Office, White House, Attorney General, and Associate Attorney General.

1994-1999 Baltimore Police Department Police Commissioner

Directed all administration and operations of the nation's ninth largest police department, with over 3,100 officers and 600 civilian personnel serving an urban population of over 650,000. Decreased the crime rate every year. Established an organizational commitment to community policing. Led the modernization of department technology and support systems. Significantly increased the number of women and minority officers throughout the ranks and in every specialty unit. Established innovative programs in domestic violence, crime prevention, patrol, and training. Streamlined the agency and reduced the hierarchy by eliminating three ranks. Increased federal grant funding for departmental activities. Developed new partnerships and community initiatives with the faith, business, and nonprofit communities. Established the nation's second largest Police Athletic League, serving 10,000 young people. Established the Baltimore Police Foundation.

1994-present Johns Hopkins University Executive in Residence
Division of Public Safety Leadership

Senior Lecturer in the Johns Hopkins University, School of Education, Division of Public Safety Leadership, which provides graduate and undergraduate curricula for senior public safety personnel. Provide instruction in courses relating to community development, leadership and organizational behavior, case studies, crisis communication and management, and intelligence collection and fusion. Serve as a member of the Division's program development and design team.

1967-1994

San Jose Police Department

Deputy Chief of Police

Promoted through the ranks from patrol officer to Deputy Chief of Police in 33rd largest police department in the nation, with over 1,400 officers. (San Jose is the nation's 10th largest city.) Served as Commander in each of the department's four bureaus including Field Operations, Investigations, Administration, and Technical Services. Established community oriented policing as a foundation for all services. Served as commander of the Special Operations Division, Mobile Emergency Response Group, and the Research and Development Unit. Served as Special Assistant to the City Manager, including an extended assignment to investigate a large investment fund loss.

Education

Master of Science	Major: Administration of Criminal Justice	San Jose State University
Bachelor of Science	Major: Social Sciences	San Jose State University
National Executive Institute		Federal Bureau of Investigation
Advanced Certificate		California POST

Military

- U.S. Army Intelligence Officer, 1st Lieutenant, Vietnam
- Commanded the 501st Military Intelligence Detachment, Fort Hood, Texas
- Awarded the Bronze Star, the Air Medal, and the Combat Infantryman's Badge

Boards, Appointments

- President, Board of Directors, Police Executive Research Forum
- DHS Fusion Center Management Group
- ODNI Partners Group
- DHS Senior Law Enforcement Interagency Advisory Group
- DOJ/BJA Criminal Intelligence Coordinating Council
- Executive Committee, Interagency Threat Assessment and Coordination Group, National Counter-Terrorism Center.
- Global Justice Advisory Committee, USDOJ
- Chair, Executive Committee, Baltimore/Washington High Intensity Drug Trafficking Area (HIDTA)
- National Community Oriented Policing Resource Board (COPS)

- Board Member, Mid-Atlantic Regional Community Policing Institute
- Member, MD. Lt. Governor's and Attorney General's Family Violence Council
- Former Chair, MD. Governor's Community Oriented Policing Subcommittee
- Former Chair, MD. Governor's Juvenile Justice Subcommittees
- Co-Chair, MD. Governor's Council on Criminal and Juvenile Justice

Professional Organizations

- International Association of Chiefs of Police
- FBI National Executive Institute Association
- Police Executive Research Forum
- National Organization of Black Law Enforcement Executives
- Maryland Chiefs of Police
- Texas Chiefs of Police Association
- Texas Sheriffs Association

Awards and Honors

- 2001 - Edmund J. Randolph Award for Outstanding Service, United States Department of Justice
- 2000 - Brigadeiro Tobias Honor Medal, Police of the State of Sao Paulo, Brazil
- 1999 - IACP Webber-Seavey Award for Quality in Law Enforcement
- 1998 - John Jay College Man of the Year
- 1996 - President's Award, Fullwood Foundation
- 1996 - Make A Difference Award, Baltimore Chamber of Commerce
- 1996 - Outstanding Citizenship Award, Baltimore Commission on Aging and Retirement

Community Service

- Commissioner, Los Gatos PAL Soccer, 500 Youth Players
- Vestry, Episcopal Church of the Redeemer, Baltimore, MD.
- President, Blythewood Neighborhood Association, Baltimore, MD.
- Board of Directors, Chesapeake Bay Outward Bound
- Vestry, St. Luke's Episcopal Church, Los Gatos, CA.
- Rector Search Committee, St. Luke's Episcopal Church, Los Gatos, CA.
- Coach, Towson Recreation Girl's Soccer, Baltimore, MD.
- Advisor, Baltimore Police Athletic League
- Board of Directors, Baltimore Municipal Employees Credit Union
- Advisor, Signal 13 Foundation, Baltimore Police Department
- Board of Directors, Baltimore Council, Boy Scouts of America
- Board of Directors, Baltimore Substance Abuse System
- Board of Directors, Chesapeake Bay Outward Bound