

Marcus Anthony Perez

U.S. Citizen

Top Secret Clearance

Highly decisive, strategic, tenacious operations leader and recognized global expert in police operations and oversight with an impressive history of results working with diverse national and international law enforcement agencies. Possess the strategic and technical agility to orchestrate significant organizational and operational transformation while embracing training and technology solutions to solve real-world problems. Adept at positioning government and law enforcement agencies to tackle local, regional, national, and global security issues while applying a metrics-based approach to security management across the enterprise. Known for providing provocative insights, identifying and fixing ineffective processes, responding rapidly to changing requirements, and handling unexpected contingencies and challenges while driving strategic initiatives. Skilled at planning and improving capabilities, readiness, and security of large and diverse organizations—dispersed over multiple geographies and time zones—by providing training, mentorship, and inspirational leadership.

— *CRITICAL COMPETENCIES* —

Enterprise Security Operations – Strategic Projects & Programs – National & International Policing Strategy – Consent Decree Strategy & Implementation – Police Oversight Policy Implementation – Security Risk Management & Governance – Criminal & Administrative Investigations – Counter-Insurgency – Security Sector Reform – Travel Safety & Threat Management – Government Security - Physical Security – Security Systems – Department of Defense (DoD) Inspector General Inspections/Investigations – Budget Optimization – Process, Quality & Efficiency Improvements – Organizational Transformation – Leadership Development & Training – Team Building & Mentorship – Partnership Development – Stakeholder Management – Security Briefings – Change Management – Lean Practices – Efficiency & Quality Improvements – Force Management – Military Police (MP) / Security Operations – Government Relations – Contract Negotiations

— *CUMULATIVE JOB SKILLS* —

Human Resource Management System (HRMS) – Law Enforcement Records Management (LERM) – IAPro & Blue Team Software – Automatic Data Processing (ADP) – Microsoft Products (360, Excel, Outlook, Word, etc.) – Defense Civilian Personnel Data System (DCPDS) – Basis of Analysis (BOIP) – Total Army Analysis (TAA) – Command Management Plan (CPLAN) – Interactive Personnel Records Management System (IPERMS) – Defense Travel System (DTS) – Global Force Management (GFMIS) – Total Army Sponsorship Program (TASP) – Government Travel Card (GTC) Program Coordinator – DoD Performance Management and Appraisal Program (DPMAP) – Personal Identification Descriptions (PID) & Position Descriptions (PDs) – FASCLASS – Automated Time and Attendance and Production System (ATAAPS) – Army Records Information Management System (ARIMS)

— *SUMMARY of QUALIFICATIONS* —

- Executive Leadership, Coaching, and Mentoring
- Strategic Policy & Plans Development
- Knowledge Management for Strategic Decision Making
- Concepts & Required Capabilities Development
- Crime Intelligence Management & Integration Data-Driven
- Police & Security Operations Management
- Planning & Executing Operations under Combat and Emergency Response Conditions
- Strategic Risk Management

- Unionized Employees and Management Relations
- Public-Private Partnership Management for Emergency Preparedness
- Interagency & Intergovernmental Coordination & Consensus Building
- Training, Leadership, & Character Development
- Wellness & Resilience Program Management

— *WORK EXPERIENCE* —

Civilian Police Review Board (CPRB) Executive Director & Office of Profession Standards (OPS) Administrator (2023-Current)

Executive Director & Administrator of an independent agency charged with providing civilian policing oversight functions of the Cleveland Division of Police (CDP) to ensure constitutional, lawful, accountable, effective, and respectful policing and a safe community, fostering trust between the community and police. Represents the Civilian Police Review Board (CPRB) in matters dealing with City Leaders, the CDP Chief of Police, the Public Safety Director, the Department of Justice, the Consent Decree Monitoring Team, and the Policing Oversight & Community Stakeholders. Established Strategic Policy & Plans, & Executive Leaders for eight appointed CPRB members. Directed administrative investigations complaints filed by members of the public against sworn and non-sworn Cleveland Division of Police employees. Empowered to make policy recommendations that will improve the citizen complaint process, increase understanding between the public and CDP employees, reduce the incidence of misconduct, and reduce the risk of using force by CDP officers. Responsible for all administrative investigations, composed entirely of civilian investigators and employees.

- Accepted the challenge of being the 13th administrator in less than eight years, creating a change of culture and establishing policy, training development, investigations, board member training, and programs toward trust, accountability, and buy-in of the mission.
- Directs 18 personnel (incl. hiring procedures, professional development, on/off-boarding, HR, logistics, budgeting, and IT), accountable for two civilian oversight agencies, CPRB and OPS operations, investigations, hearings, administrative intelligence, policy, strategic plans, training/readiness, force management, force protection, antiterrorism, and civilian policing oversight operations; train and assign work; conduct performance evaluations; recommend promotions, reassignments, and other personnel actions.
- Provides visionary leadership and direct oversight of all administrative misconduct investigative and CPRB operations, supporting 379,000+ residents and 100,000+ visitors during sporting and entertainment events while holding 1,500 CDP officers, employees, and citizens responsible for their misconduct or false allegations.
- Plans, directs, coordinates, and manages 11 programs (Civilian Hire Process, Investigator Training & Development, Internal Affairs Referral, Crisis Intervention; Policing Oversight Analysis (POA), Manpower requirements determination (workload analysis and justification), Equipment Review & Procurement, Concept and Policy Development; Legal review or change impacting administrative investigation and executive of CPRB within the federal mandate of the Consent Decree and the City of Cleveland Charter (§§ 115-1, 115-3, 115-4)., Force Review Board, and CDP officers Disciplinary Hearings, Compliance Inspections, and CPRB Training Program.
- Initiates strategic police oversight transformation and briefings to senior officials, Department of Justice (DOJ), Consent Decree Monitoring Team (CDMT), and city leadership (e.g., Cleveland City Council Members, Cleveland Mayor, Director of Law, DOJ Attorney General, Director of Public Safety, CDP Chief of Police, and Civilian Police Commission etc.), obtaining funding to align manning, equipping, and training under the federal mandate of the Consent Decree and the City of Cleveland Charter (§§ 115-1, 115-3, 115-4).
- Establishes Crime Intelligence Management and integration Data-Driven by centralizing policing oversight

data by creating the Administrative Analytics Cell. This has resulted in outcome measures and reports for over 900 administrative investigations, 100 internal affairs referrals, and 60+ excessive force reviews.

- Optimized a \$2.6M OPS budget and allocated and rationalized a \$450,000 CPRB budget for salaries, training, conferences, and external requirements for members.
- Developed, organized, & directed all activities concerned with several centralized functions of civilian oversight operations, overseeing complex administration investigation programs and security and emergency planning programs for public hearings. Published & Implemented CPRB & OPS Strategies, annual report; Community Engagement & Awareness Strategy; CPRB & OPS 2023-2025 Campaign Strategy supporting the federal consent decree.

Systemic Inspections Division Inspector General, Dept. of the Army, Detail Inspector General (IG),
Pentagon, Arlington, VA 20301 (2018 – 2024)

Detailed Inspector General in the Systemic Inspections Division of the Department of the Army Inspector General (DAIG). Plans, prepares, and executes Army-wide inspections as directed by the Secretary of the Army (SecArmy), Chief of Staff of the Army (CSA), Vice Chief of Staff of the Army (VCSA), and The Inspector General (TIG). Develops inspection concepts, plans, and objectives and coordinates requirements with major Army commands and installations. Conducted an additional number of interviews, sensing sessions, and document reviews. Provides qualitative and quantitative analysis to identify systemic issues, trends, and root causes impacting Army mission performance, discipline, morale, and readiness. Produces detailed reports of inspection results and makes recommendations to appropriate Army agencies for implementing corrective actions. Concurrently, it teaches and trains personnel on the inspected subject matter to resolve issues proactively affecting unit readiness and warfighting capability.

- Promoted as a lead inspector and subject matter expert (SME) for complex inspections and reports as a critical member of a 9-person systematic inspection team comprised of active military officers operating with the highest ethical standards. Defined inspection concepts, plans, and objectives and coordinated requirements.
- Figured prominently in improving mission performance, discipline, morale, and readiness of 3 major Army commands spanning 34+ national and international installations.
- Closed 20+ investigation cases and completed 30+ inspections, including military reprisal whistleblower, DOD Hotline, standard cases, and inspections that spanned Regular Army/Active Duty, Army Reserve, and National Guard components.
- Steered reviews of civil, criminal, and administrative investigative plans, case inventory reports, and evaluations and recommended changes to U.S. and Uniform Code of Military Justice regulations and laws.
- Conducted multiple complex investigations and inspections—individually and in partnership with federal agencies—including fraud, abuse, and financial crimes committed against and by military and civilian members of government.
- Spearheaded 7 Army-wide inspection operations and presented the Secretary of the Army and Chief of Staff of the Army.
- Investigated and reported on Army-wide ground vehicle accidents, suicides, privatized housing, and medical transitions to the Department of Health Services, recruitment program, and Total Army Sponsorship Program, which helps soldiers, civilian employees, and families to better integrate into the U.S. Army.
- Directed 400+ interviews, 150 grass-roots feedback sessions/focus groups, and 1,000+ document reviews while capitalizing on qualitative and quantitative analysis to identify systemic issues, trends, and root cause analysis.
- Steered reviews of administrative investigative plans, case inventory reports, and evaluations and recommended changes to the Civilian Police Review Board.

- Solved matters negatively impacting unit readiness and warfighting capability by facilitating training on inspection subject matter.
- Optimized a \$3.5M+ inspection budget and allocated a \$650k defense travel system budget for each inspection conducted by 30 detailed inspectors.
- Played an integral leadership role at a national strategic level during Project AirBridge, a FEMA-funded PPE program that completed 242 flights to deliver nearly 1.5 million N95 respirators, 937 million gloves, 109.6 million surgical masks, and 27.6 million surgical gowns from overseas manufacturers to fill the demand for critical protective and life-saving equipment as part of the national strategy to combat COVID-19. Reported directly to the office of the Vice President of the United States.
- Achieved unmatched results as Supply Chain Task Force (SCTF) executive, operations officer, situational awareness lead, and the driving force that strengthened partnerships and commitment from 16 different federal agencies and 141+ personnel (government and private sector) to fill the demand for critical protective and life-saving equipment to combat COVID-19.
- Supported White House Task Force (WHTF) to close the information gap to the nation and between private-sector medical suppliers and the U.S. healthcare industry; generated daily reports for the White House and Senate hearings as well as national-level WHTF correspondence/press releases for national and international media outlets to implement multiple mitigation strategies and reinforce national strategy until project closeout in June 2020.
- Boosted inspection team efficiency by 15% by introducing multiple administrative processes and procedures; reduced investigation processing time with time-saving plans and supported planning for Joint Services field IG investigating officers; and enhanced Organizational Inspection Program by incorporating root-cause analytical tools into staff inspector training.
- Equipped subordinate unit leaders with strategies, knowledge, fact-finding techniques, trend analysis, and metrics to resolve systemic issues that affected unit operations (e.g., logistics, personnel, maintenance, and training).

United States Military Training Mission (USMTM) to the Kingdom of Saudi Arabia, Joint Command IG, Sr. Advisor to Saudi Arabian Ministry of Defense (MOD), Saudi Arabia, Riyadh, (2017 – 2018)

Served as the Joint Inspector General for the United States Military Training Mission (USMTM), the Department of Defense's largest joint security cooperation organization consisting of more than 300 assigned and attached personnel and support personnel located in geographically dispersed sites throughout the Kingdom of Saudi Arabia. I performed all primary Joint Inspector General Functions, including inspections, administrative and criminal investigations, investigative inquiries, and assistance in teaching and training on DoD and the Kingdom of Saudi Arabia policies. Served as the Senior Advisor to the Ministry of Defense on Inspector General Functions. Primary point of contact for all external command inspections and staff assistance visits.

- Demonstrated a high level of expertise in investigating and inspections as the Sr. Advisor to the MOD Inspection General.
- Streamlined 13 essential MOD inspections and trained and advised Saudi general and flag officers across 10+ locations to optimize doctrine, organization, training, material, leadership, education, personnel, and facilities management capabilities.
- Minimized USMTM risk and maximized compliance outcomes, overseeing all inspections and investigations and serving as lead instructor for diversity training, workplace violence, Army Regulations (USMTM Regulation 123-1, Self-Inspection Program), and local rules and policies.
- Championed cost efficiency as chief travel expense officer by embedding monthly reviews of all travel-related expenses as a best practice—key to identifying potential losses/abuse related to official government travel.

- Figured prominently in improving mission performance, discipline, morale, and readiness of 5 branches of service spanning 4+ international installations.
- Conserved travel resources via formal, recorded telephone interviews with complainants, witnesses, suspects, and subjects throughout Saudi Arabia, the U.S., and US territories.

Combat Support Military Police Battalion, Battalion Chief Operations Officer, Tacoma, WA 98403 (2015 – 2017)

Battalion Chief Operations Officer for a rapidly deployable Combat Support Military Police Battalion responsible for providing support to four military police companies and two detachments consisting of 800+ personnel. Served as the lead planner and training coordinator, third in command, exercising command in the absence of the commander and executive officer. Ensured operations, planning, and training were synchronized to optimize mission accomplishments.

- Improved battalion expeditionary capabilities ensured the success of innovation corps programs, unified land operations, and regional missions.
- Led tactical combat and garrison law enforcement operations to achieve all missions, law enforcement proficiency, leadership competencies, and resiliency by coordinating and synchronizing battalion operations, planning, and training.
- Consulted senior leadership in resolving protection issues and improving security effectiveness across broader programs by evaluating mission accomplishments and quality/quantity standards.
- Developed a crew gunnery proof of concept that the Military Police adapted to train the generating and operational force.
- Executed several national and international training exercises that integrated combat support MPs, detention specialists, military work dogs, and unmanned aerial vehicles.
- Provided visionary leadership and direct oversight of all policing, law enforcement, and security functions across numerous exercises, missions, and deployments regarding Military Police operations.
- Implemented a proactive and dynamic community policing agenda incorporating best practices balancing service to Commanders and family members to increase readiness and preserve combat power.
- Directed and advised on complex technical security issues, security systems integration, operational efficiencies, and the modernization of security technologies.
- Provided executive counsel to senior leadership regarding technology and business process direction.
- Proactively identify and mitigate risks and work cross-functionally to implement necessary policies and procedures.
- Prepare and present reports and analyses to senior leaders and external auditors regarding the investigation function and ongoing/closed 15-6 investigations.
- Evaluates physical security assessments and recommendations to the corporate security leadership on existing and emerging security threats and trends.
- Led, established, and executed facility vulnerability analysis, training, deployment, crew gunnery, and personnel readiness programs.
- Ensured the protection of personnel, equipment, facilities, and fleet assets through physical security strategies driven by operational requirements at the national, federal, state, and installation levels.

— **EDUCATION** —

Master of Arts (M.A.), Business & Organizational Security Management (GPA 3.9), Webster University, St. Louis, MO, 2009

Bachelor of Science (B.S.), Business Family & Consumer Sciences/Human Sciences, The Ohio State University, Columbus, OH, 2001

Defense Leadership & Strategic Operations Planning Seminar, 2016, Defense Academy of Cranfield University, UK

Department of the Army Inspector General Basic Course, 2016, Fort Belvoir, VA

U.S. Command and Staff College, 2015 – 2016, Fort Leavenworth, KS

Military Police Captain Careers Course, 2008 – 2009, Fort Leonard Wood, MO

— ***VOLUNTEER/COMMUNITY SERVICE EXPERIENCE*** —

Gunston Soccer Club Travel Team Assistant Manager (07/2022–05/2023): Assistant manager responsible for the de-confliction of Coach's scheduling conflicts, game rescheduling, communication with guest teams, coordinating guest players, and the provision of the official National Capital Soccer League (NCSL) Roster and Player Cards for each match. Responsible for briefing, tracking, collecting, and adhering players and parents to the Player and Parent Code of Conduct. Assists and communicates with parents for a smooth transition from recreation to competitive travel soccer. Coordinates logistics, funding, planning, and hosting annual team parties and in-season team engagements.

Fort Hunt Basketball U1/U2 Girls Asst. Coach (11/2021– 03/2022): Plans, coordinates, and executes pre-season assessments to balance talent across teams. Schedules weekly games and practices for 150+ players each season. Communicates rules, regulations, and expectations to 8-10 Coaches. Monitors player and Coach Adhesion to the Code of Conduct, league rules, treatment of referees, and rotation of game scoreboards.

Lee Mount Vernon Girls Summer Basketball Assistant Coach (06/2022– 07/2022): Planned, resourced, and executed team practices without the Head Coach. Developed training plans for each team member based on their skill level and ability to meet individual goals and created a safe environment for children to learn physical fitness, teamwork, and sportsmanship. Coached and mentored players to improve their skills through personal coaching sessions and positive reinforcement.

Fort Belvoir Morale Welfare & Recreation Youth Soccer Coach (08-2019–11/2019): Planned, resourced, and executed team practices. Developed training plans for the Assistant Coach for small group skill development drills and created a safe environment for children to learn sportsmanship and teamwork while improving their skills and understanding of how positions support team success.

— ***AWARDS AND ACHIEVEMENTS*** —

Bronze Star Medal (2x)

Meritorious Service Medal (5x)

Joint Service Commendation Medal

Afghanistan Campaign Medal (3x Campaign Star)

Iraq Campaign Medal (2x Campaign Star)

Public Health Service Outstanding Unit Citation

Overseas Service Ribbon (6x)

NATO Medal (2x)

1996 Rose Bowl Champion

— ***JOB-RELATED TRAINING***

Action Officer Integration Course – 2017

Joint Planning Course – 2015

Strategic Studies Program – 2015

Anti-Terrorism Office Basic Course – 2014

Anti-Terrorism Office Advance Course – 2014

Conventional Physical Security Course – 2014

Criminal & Crime Intelligence Analysis Course – 2014

Law Enforcement Senior Leaders Course – 2012
Domestic Violence Intervention Course – 2012
Law Enforcement Firearms Instructor Course – 2012
Instructor Training Course – 2012
National Police Transition Team – 2007
Advanced Military Transition Team Course – 2007
Counter Insurgency Course – 2007
Special Reactions Team – 2005

— ***PROFESSIONAL AFFILIATIONS*** —

Veterans of Foreign Wars Lifetime Member
The Ohio State University Alumni Association