

Human Resources Department
City of Flagler Beach
105 South 2nd Street
Flagler Beach, FL 32136

September 18, 2025

RE: Chief of Police Application; City of Flagler Beach Police Department

To the Members of the Selection Committee:

I am a 34-year law enforcement professional with a proven record of advancement through a series of high-level executive positions and believe my experience, background, training and qualifications exceed the minimum qualifications for the position of Chief of Police for the City of Flagler Beach.

I have had the privilege of working in every position in the police department. I have served in critical positions and have experienced day-to-day operations that have prepared me for the challenges that police chiefs face in today's ever-changing environment. These challenges include but are not limited to:

1. Continuing to engage in the national discussion on police and community relations, while maintaining and continuing the development of community policing and engagement efforts.
2. Inspiring trust and building confidence with both the community and agency staff and working to improve internal communication to help employees enjoy their work life.
3. Providing practical solutions and implementing technology to effectively fight crime.

The City of Flagler Beach and the Flagler Beach Police Department have a strong reputation of serving in partnership with the community with a passion for service and for solving problems. I strongly identify with and embrace these same values. I have executive management skills, leadership qualities and vision to build community trust, increase transparency and embrace fair, impartial and constitutional policing, while also being proactive in the reduction of crime. I also understand the importance of building collaborative partnerships internally, externally and with our media partners.

My executive policing experience has given me a great appreciation for the importance of teamwork within a workforce, developing and fostering relationships, and reaching organizational goals.

I have excellent management skills that have been developed through my communication skills, people-centric personality, and compassion. These management skills will benefit the City of Flagler Beach in very positive ways.

As the city looks toward the future of policing, my vision would be to build on the department's many established successes while also determining key issues that are important to both the agency and the community. This would be done through working closely with city leadership, elected officials and key stakeholders within the community. An internal culture of pride, trust and transparency will be fostered that will attract and retain the best people to serve the City of Flagler Beach.

I have the proven experience, knowledge and skill set to operate at the highest level. I have an acute understanding of how to build trust, I have strong communication skills and I am experienced in crisis management. These qualities along with flexibility, inclusiveness and insight have prepared me well for this leadership position. I understand the importance of being responsive, being present, and being engaged with both the community and the department.

In addition to my qualifications and experience, I am also a part-time resident and homeowner in Flagler Beach. This further allows me to make both a personal and professional commitment to the success and safety of this community.

A more complete picture of my qualifications can be found in my resume which is submitted along with this application. I am personally and professionally ready to accept the responsibilities and challenges that this position offers. I look forward to being selected as a finalist and am eager to meet with your team during the interview process.

Sincerely,



Pedro "Pete" Delgado, Ed.D., ABD
Graduate, SPI CODC # 92

PEDRO R. DELGADO

delgado@westmiamipolice.org

PROFESSIONAL PROFILE

Highly accomplished and progressive police executive with a proven track record of bringing innovative ideas into organizational development, critical thinking decision making, department training, community-oriented policing strategies, and executive leadership management of police department operations. Career dimensions are complemented with comprehensive teaching experience as a certified Police Instructor and Range Master. In addition, I have served our country as a U.S. Army soldier for the past 21 years with multiple assignments both domestic and foreign.

LAW ENFORCEMENT EXPERIENCE

West Miami Police Department

Miami, FL

July 2001 – Present

Chief of Police

- Directing, planning, and organizing all activities of the Police Department to prevent crime and enforce laws and regulations
- Maintaining law and order in the community, including prevention, detection, and investigation of crimes and traffic accidents
- Ensuring all department actions are in direct accordance with legal and professional standards
- Developing and implementing policies and procedures for the Police Department
- Preparing and presenting the department budget for approval
- Reviewing and evaluating staff performance regularly
- Developing a cooperative environment within the department and with the community
- Addressing the public, council, local leaders, and other law enforcement agencies regarding law enforcement issues
- Working with city, county, state, and federal lawmakers on law enforcement concerns
- Reviewing and updating emergency or disaster plans

Deputy Chief of Police

- Second in Command of Agency
- Oversee Criminal Investigations and Internal Affairs
- Procurement

- Accreditation
- Grants Capital

Police Captain

- Third in Command of Agency
- Payroll
- Scheduling/Staffing
- Supervise Reserve Officer Program
- Oversee all high liability training

Police Lieutenant

- Supervision of Patrol Sergeants
- Oversee Criminal Investigations
- Supervise Reserve Officer Program
- Training

Detective/Master Police Officer

- Patrol Duties in accordance with Department Policy and Procedures.
- Training Coordinator for all mandatory and high liability training areas.
- Exposure Control Officer for all City of West Miami employees, as well as maintain exposure control plan.
- Schedule all activities on the firing range, including semi-annual qualification schedules.
- Certify and maintain all Taser ECD's, as well as re-certify all officers on its use on a yearly basis
- Criminal Investigations
- Follow-up on criminal cases and prosecution
- Counter-drug operations with local, state and federal agencies
- Undercover operations

Hialeah Police Department

Hialeah, FL

August 1995 – July 2001

Range master/Police Officer

- Schedule all activities on the firing range, including monthly qualifying schedules
- Give instructions in the safe handling of firearms, weapons assembly procedures, and the proper use of various types of firearms.
- Maintain a complete inventory of all weapons, various distraction devices, and other lethal and non-lethal weapons.

West Miami Police Department

Miami, FL

February 1991 – August 1995

Police Officer

- Conducting patrol duties on foot, by car and bicycle
- Firearms Instructor/Armorer

Military Experience

U.S. Army/ Military Occupational Specialties: 95B, 95L, 31D48 (September 1987 to Present)

Education

American Military University-Bachelor of Arts Criminal Justice	2014
IACP Leadership in Police Organizations	2014
Barry University- Master of Public Administration	2015
Southern Police Institute-Command Officers Development Course	2023
Nova Southeastern University- EdD Organizational Leadership	2025

References

Available upon Request

City of Flagler Beach

Human Resources Division



105 South 2nd Street,
Post Office Box 70
Flagler Beach, Florida 32136
Phone (386) 517-2000 Fax (386) 517-2008

INSTRUCTIONS:

Please print or type all information. The application must be filled out accurately and completely. Answer all questions. Do not leave an item blank. If an item does not apply, write N/A (not applicable). Incomplete applications will not be considered. All statements made on the application are subject to verification. Exaggerated, false, or misleading statements may be cause for rejection of the application and/or termination of employment. Eligibility for hire may be based on a rating of this application; therefore, completeness and accuracy is of the utmost importance.

OFFICE USE ONLY

APPROVED

DISAPPROVED

REASONS:

BY:

Received: _____

Position Applied for: CHIEF OF POLICE

Last Name: DELGADO First: PEDRO Middle Initial: R

Street Address: _____

City: _____ State: _____ Zip Code: _____

Home Phone: _____ Work/Message Phone: _____ E-Mail: DELGADOWMPD@YAHOO.COM

Please Check Appropriate Response

1. Have you ever worked for the City of Flagler Beach?
 Yes No
If yes, please give date(s) of employment. _____
2. Are you a U.S. citizen? Yes No
If no, are you authorized by Immigration and Naturalization to work in the U.S.? Yes No
Alien #A: _____
Admission #: _____
3. Will you work night shift? Yes No
Will you work weekends? Yes No
4. Have you ever been fired, forced to resign, or resigned in lieu of termination? Yes No
If yes, please explain below:
Employer's Name: _____ Date: _____
Reason: _____
5. Are you related to a City employee or is any member of your family employed by the City of Flagler Beach?
 Yes No If yes, please give the person's Name: _____
Relationship: _____
Department: _____

6. Have you ever been found guilty of, had adjudication withheld, or pled no contest to any violation of law?
 Yes No
If yes, please give details below:
Date: _____
Agency: _____
Offense/Charge: _____
 Felony Misdemeanor Other
Explanation / outcome: _____

Note: A conviction does not automatically mean you cannot be employed by the City of Flagler Beach. The nature of the offense, how long ago it occurred, etc., are given consideration.

Attach additional sheets as needed.
7. Were you in the U. S. Armed Forces? Yes No
Did you receive an honorable discharge? Yes No
Are you claiming veteran's preference? Yes No

If yes, a copy of your DD 214 must accompany this application.

8. DRIVER'S LICENSE INFORMATION

Do you have a valid Driver's License? Yes No
 CDL Class: E
 Endorsements: _____

Has your license ever been revoked? Yes No
 If yes, please provide dates and explain:

Has your license ever been suspended? Yes No

9. PLEASE LIST ALL TRAFFIC CITATIONS RECEIVED WITHIN THE LAST SEVEN (7) YEARS (driving under the influence, driving while intoxicated, etc., should be listed under number 6 on page 1).

Date: N/A
 Agency: _____
 Offense/Charge: _____
 Points: _____
 Outcome: _____

Date: N/A
 Agency: _____
 Offense/Charge: _____
 Points: _____
 Outcome: _____

Date: N/A
 Agency: _____
 Offense/Charge: _____
 Points: _____
 Outcome: _____

Date: N/A
 Agency: _____
 Offense/Charge: _____
 Points: _____
 Outcome: _____

If you have more than four citations within the last seven years, please attach a separate sheet in the same format.

10. EDUCATION AND SPECIAL TRAINING

Do you have a High School Diploma? Yes No GED? Yes No

If not, highest grade completed: _____

Name and location of last High School attended: LINCOLN CENTER HIGH SCHOOL MIAMI FL

Name	City	State
LINCOLN CENTER HIGH SCHOOL	MIAMI	FL

List Special Training (Business, Trade, Vocational, Armed Forces Schools, etc.) Below: SEE RESUME FOR MORE SPECIFIC INFORMATION

Name and Location	Total Hours Completed	Hours Required for certification	Course/Subject Taken	Certificates Received
Miami-Dade School of Justice	844	844	L.E. Basic Recruit	Completion
Command Officers Dev. Course	400	400	Command Development	Completion

List Colleges and Universities Attended Below:

Name and Location	Credit Hours Received		Did you graduate?		Major/Minor Degree Field of Program of Study	Type of Degree Received
	Sem.	Qtr.	Yes	No		
American Military University	120		x		Criminal Justice	BA
Barry University	36		x		Public Administration	MPA
Nova Southeastern	60			x	Organizational Leadership	Projected to Graduate June 2026 EdD.

INSTRUCTIONS: Beginning with your present or most recent job, describe your paid work experience for the past ten (10) years and list a minimum of three (3) employers. List each promotion or transfer as a separate job even if they were with the same employer. Include Military, part time, and self-employment. List all gaps in work history in spaces provided. If you have more than four (4) separate periods of employment, sign and attach sheets in the same format as below. Resumes will not be accepted as official applications.

(Job 1) Present or most recent Employer						Employer: <u>CITY OF WEST MIAMI POLICE DEPARTMENT</u>					
From		To		Total Time		Address: <u>901 SW 62 AVENUE, MIAMI, FL 33144</u>					
Mo.	Yr.	Mo.	Yr.	Yrs.	Mo.	Telephone Number: <u>305-266-0530</u>					
07	2001	09	2025	24	2	Your Job Title: <u>CHIEF OF POLICE</u>					
Hours per Week						Supervisor's Name and Title: <u>EDWARD SILVA, CITY MANAGER</u>					
Starting Salary \$ <u>45,000</u> per YEAR						Reason for Leaving Position: <u>N/A (CURRENTLY EMPLOYED)</u>					
Last Salary \$ <u>150,000</u> per YEAR						May we contact your present employer? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No					

Specific Duties: FROM ROAD PATROL TO FIRST LINE SUPERVISOR TO COMMAND/EXECUTIVE LEVEL POLICE OPERATIONS

Number of Employees supervised (if applicable): _____

BETWEEN THESE JOBS (if applicable): UNEMPLOYED IN SCHOOL FROM (mo/yr): _____ TO (mo/yr): _____

(Job 2) Present or most recent Employer						Employer: <u>CITY OF HIALEAH</u>					
From		To		Total Time		Address: <u>5555 E. 8 AVENUE</u>					
Mo.	Yr.	Mo.	Yr.	Yrs.	Mo.	Telephone Number: <u>305-687-2525</u>					
08	1995	07	2001	5	11	Your Job Title: <u>POLICE OFFICER/RANGEMASTER</u>					
Hours per Week						Supervisor's Name and Title: <u>LIEUTENANT HECTOR DIAZ</u>					
Starting Salary \$ <u>28,000</u> per YEAR						Reason for Leaving Position: <u>BETTER PAY AND POSITION OPPORTUNITY</u>					
Last Salary \$ <u>40,000</u> per YEAR						May we contact your present employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No					

Specific Duties: PATROL DUTIES AND RANGEMASTER ASSIGNMENT

Number of Employees supervised (if applicable): _____

BETWEEN THESE JOBS (if applicable): UNEMPLOYED IN SCHOOL FROM (mo/yr): _____ TO (mo/yr): _____

(Job 3) Present or most recent Employer						Employer: <u>CITY OF WEST MIAMI POLICE DEPARTMENT</u>					
From		To		Total Time		Address: <u>901 SW 62 AVENUE</u>					
Mo.	Yr.	Mo.	Yr.	Yrs.	Mo.	Telephone Number: <u>305-266-0530</u>					
02	1991	08	1995	4	6	Your Job Title: <u>POLICE OFFICER</u>					
Hours per Week						Supervisor's Name and Title: <u>LIEUTENANT GARY KNOWLES</u>					
Starting Salary \$ <u>19,000</u> per YEAR						Reason for Leaving Position: <u>BETTER PAY/LARGER AGENCY</u>					
Last Salary \$ <u>25,000</u> per YEAR						May we contact your present employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No					

Specific Duties: _____

Number of Employees supervised (if applicable): _____

BETWEEN THESE JOBS (if applicable): UNEMPLOYED IN SCHOOL FROM (mo/yr): _____ TO (mo/yr): _____

(Job 4) Present or most recent Employer						Employer: <u>UNITED STATES ARMY</u>					
From		To		Total Time		Address: <u>FT. LEONARD WOOD MISSOURI</u>					
Mo.	Yr.	Mo.	Yr.	Yrs.	Mo.	Telephone Number: <u>N/A</u>					
09	87	02	91	3	4	Your Job Title: <u>MILITARY POLICE OFFICER</u>					
Hours per Week						Supervisor's Name and Title: <u>SFC LYNN JENKINS</u>					
Starting Salary \$ <u>14,000</u> per YEAR						Reason for Leaving Position: <u>HONORABLY DISCHARGED</u>					
Last Salary \$ <u>18,000</u> per YEAR						May we contact your present employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No					

Specific Duties: PATROL PROCEDURES IN BOTH GARRISON AND FIELD ENVIRONMENTS

Number of Employees supervised (if applicable): _____

Did You:

- Answer all questions completely?
- Cover a full 10-year employment history?
- Explain all gaps in employment?
- Sign and date the application?

Please read this statement carefully before signing below:

The City of Flagler Beach is an Equal Opportunity Employer.

I hereby certify that each response on this application and all other information I have furnished in applying for employment with the City of Flagler Beach is true and correct. I understand that any incorrect, incomplete, or false statement or information I have furnished may subject me to disqualification or to immediate discharge at any time.

I understand that neither the completion of this application nor any part of my consideration for employment establishes any obligation for the City of Flagler Beach to hire me. If I am hired, I understand that either the City of Flagler Beach or I can terminate my employment at any time and for any reason, with or without cause and without prior notice.

SIGN YOUR NAME HERE 	DATE 09/18/2025
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NOTES:

- If you require special testing accommodations due to a disability, please notify the staff BEFORE the test date.