

Patrick L. Dougherty

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Humble, TX 77346

Profile

Law Enforcement/Correctional professional with 43 years of progressively responsible experience in directing and leading law enforcement and correctional goals and objectives.

Supervisor with 39 years of experience supervising, counselling, coaching, and directing subordinates.

Manager with 32 years of experience overseeing Jail personnel, facilities, equipment, and budgets.

Leader experience in organizing, directing, and motivating a diverse work force.

Skillful Communicator with excellent interpersonal, oral, and written presentation skills.

Training Instructor with 32 years of experience in instructing pre-service and in-service Law Enforcement and correctional classes.

Project Management: coordinated the City of Houston negotiation team and was a member of the design and construction team for the Joint Processing Center

Critical thinker with strong analytical and critical thinking skills.

Education

Bachelor of Public Administration

Law Enforcement/Corrections
University of Mississippi, Oxford, Mississippi

May 1981

Associate of Science

Law Enforcement
Itawamba Jr. College, Fulton, Mississippi

May 1979

Professional Experience

Jail Consultant/Expert Witness

PLD Jail Consultants, LLC

Current

Major (Certified) Command Staff

Harris County Sheriff Office (HCSO) Houston, Texas (Retired)

8 Years

Police; Cadet, Officer, Field Trainer, Sergeant, and Lieutenant

Houston Police Department (HPD) Houston, Texas (Retired)

35 ½ Years

Awards

- 100 Club Officer of the Year
- Police Foundation Lifetime Achievement Award
- 1Mid Manager of the Year (2005)
- 4 Chief's Unit Commendation as Unit Commander
- 4 Chief Commendations
- 12 Supervisory Commendations
- 11 Citizen Commendations

Certifications:

- Certified Jail Manager (American Jail Association)
- Texas Jail Administrator (TCOLE Exam)
- Graduate of the National Institute of Corrections Jail Administrator Program
- Texas Law Enforcement Instructor Certification
- Texas Master Peace Officer Certificate
- Graduate PERF Senior Police Management Institute for Police

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Departmental Committees:

- Cultural Diversity and Grievance Committee (1991) commissioned to review how the department manages grievances and perceived discrimination issues.
- Department Safety Committee (2012) standing committee charged with reducing job injuries and promoting safety in the operation of department vehicles and equipment.
- Jail Merger Project Technical Committee (2001-2019) (joint committee consisting of Houston Police Department and Harris County Sheriff's Office) charged with authoring a technical committee report and recommendations to merge jail operations with an initial \$200 million budget to build the facility.
- Harris County Sheriff Office Administrative Disciplinary Committee. Determines if disciplinary action should be given based on the internal investigation and the recommended level of discipline.
- Jail Infrastructure Governance Advisory Committee (JGAC). Set up by Harris County Commissioners Court that represents both the citizens, all areas of Harris County Government to recommend future Jail Capital projects and needs.

Project Team Member/Manager:

- Upgrade and Implementation of the digital AFIS system (1993, 2007)
- Municipal Court new all-digital court management system (2006)
- Secure Communities Implementation (2009)
- Reduce Confrontation/Use of Force in Jails (2011)
- HPD Records Management System (2011- Present)
- Municipal Court Replacement Case Management System (2011-Present)
- Sobering Center Development and Implementation (2011-2013)
- Houston-Harris County Project Team: Joint Processing Center (2001-2019)
- HCSO Bullet proof Lobbies 701 & 1200 applied for grant and project (2017-2019)
- HCSO Detention Command Post 701 applied for grant and project (2017-2019)
- HCSO Offender Management System (OMS) (2017-present)
- HCSO Visitation Scheduling software roll out (VisManager) (2021)
- HCSO Electronic Rounds (Corre Trak) roll out (2020)
- HCSO RFP for Staff Scheduling Software (2020 to present)
- HCSO RFP for internet Cash Bonds and Wire Transfer (2020-present)
- HCSO RFP for AFIS upgrade to include tattoo scars and marks database (2020-2021)
- HCSO reduction of supervisory documentation for Use of Force events (2020-2021)
- HCSO conversion of our Inmate Classification System from point additive to Decision Tree (2021)

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Legal Initiatives:

- Testified before a State House committee in support of a legal amendment which passed and became law (2008)
- Successfully testified against a bill before a State Senate committee on behalf of HPD (2010)
- Assisted HPD Legal Division in having a 30-year-old federal consent decree over the HPD Jail rescinded (2013)
- Testified as a Jail expert in the Harris County misdemeanor O'Donnell bond reform lawsuits.
- Assisted Harris County Attorney's Office on Jail-related lawsuits with multiple depositions and interrogatories.
- Expert Witness Report Estate of David lee Tumey vs Medina County, Texas

Guest Speaker:

- Kingwood & Citywide Positive Interaction Program
- South Central Positive Interaction Program
- Gulfton Community Center Programs
- Lake Houston Boy Scout Troop
- American Jail Association 2017, 2018, 2019
- The 2013, American Correctional Association Winter and Summer Conferences.
- Vendor Consultation and bid presentation consulting for Clark Construction in Kansas City, MO and ARAMARK Maintenance Service in Harris County, TX

Assignments and Duties	Harris County Sheriff Office	January 2017- December 2024
	Harris County Jail	October 2023-December 2024
	Major	
	Bureau Commander, 1200 Detention Housing Bureau (550+ staff)	
	Specialized Housing: Mental Health, Administrative Segregation, Medical, Female Housing and General Population.	
	Harris County Jail	October 2019-October 2023
	Major	
	Bureau Commander, Justice Management Bureau (560+ staff)	
	Intake, Release, Reentry, Outsourcing, Classification, Records, 552 bed housing, and Court Security.	
	Harris County Jail	January 2017-October 2019
	Major	
	Bureau Commander, 701 Housing Facility (700+ staff)	
	All Male General Population, Administrative Segregation, Support Services, and Transportation.	
	Houston Police Department	July 1981- January 2017
	Lieutenant	
	Jail Division Special Projects Unit Commander (1995 - 2017)	

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- Served as Acting Division Commander of a police division in the absence of the Division Commander
- Manage a unit of seventeen employees that is tasked with procedure development, technology, hiring, training, facilities, and supplies for the day-to-day operations of two jail facilities and six police station lock-up facilities.
- Develop strategic plans, policies, and procedures to ensure efficient operations and compliance with national standards, legal mandates, and best practices.
- Represent HPD as an expert witness in jail related issues that arise in legislative affairs and civil legal proceedings.
- Develop and maintain liaisons with the Houston Municipal Courts, Houston Health Department, the Harris County Jail, and other law enforcement agencies that use HPD jails.
- Review, approve, and assist in the development of all jail related training for jail staff. Includes being a training instructor for both classified (sworn police officers) and civilian personnel and mentor and train managers, supervisors, and first line personnel.

Jail Division Shift Commander (1992- 1995)

- Supervised teams of classified and civilian employees, including first-line employees and supervisors in operating HPD jail facilities
- Prepared, reviewed, and approved performance appraisals for subordinate supervisors and employees, established performance objectives.
- Mentored and trained new supervisors and employees.

Patrol Shift Commander (1992)

- Supervised teams of police officers and supervisors who responded calls for service.
- Managed public safety emergencies, directed operations at large scale crime scenes, developed, and implemented strategies to respond to emerging crime trends.
- Prepared, reviewed, and approved performance appraisals for subordinate supervisors and employees, established performance objectives.
- Mentored and trained new supervisors and employees.

Special Response Group (SRG) Field Force Leader (1992- 2017)

- Command up to five squads of specially trained personnel to manage large high security events and demonstrations.

Crowd Disbursement Team (CDT) “Hard Team” Field Leader (1995-2017)

- Command up to four squads of highly trained personnel equipped with full riot gear, chemicals, and less-lethal crowd disbursement weapons to use during emergencies, demonstrations, and national events.

Police Sergeant

1985-1992

- Patrol Field Supervisor (1985-1992)
SRG Squad leader (1991-1992)
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Patrol Officer

1981-1985

- Field Training Officer (1983-1985)

Police Promotional Assessor (2006- Present)

- Columbus, OH (Sergeant)
- Tulsa, OK (Sergeant & Corporal)
- Atlanta, Ga (Sergeant & Lieutenant)
- Birmingham, AL (Sergeant)
- El Paso, TX (Sergeant)
- Philadelphia, PA (Sergeant)
- Miami-Dade, FL (Sergeant)
- Indianapolis, IA
- St. Louis, MO
- San Diego, CA (LT)
- Nashville, TN (Lieutenant)
- Jacksonville, FL (Lieutenant)
- New Orleans, LA (Major)

Professional Development

- PERF: Senior Management Institute for Police
- Southwestern Law Enforcement Institute
- National Institute of Correction National Jail Administrators School
- Texas Jail Association annual training and mid management training
- Yearly seminars sponsored by American Correctional Association
- Yearly seminars sponsored by the American Jail Association, National Sheriff's
- Accreditation auditor orientation and training American Correctional Association
- 6324 Hours of Professional Training hours

Professional Affiliation

- American Correctional Association
 - American Jail Association
 - Texas Jail Association
 - National Sheriff Association
 - Sheriff Association of Texas
 - University of Mississippi Alumni Association
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