



Michael W. Thaler

**Chief of Police (Ret.)
Pasadena Police Department**

Michael Thaler is recognized as an accomplished police administrator with 28 years of senior police management experience acquired over a 40-year law enforcement career including 32 years with the Houston Police Department and 8 years as the Chief of the Pasadena Police Department. He began his law enforcement career with the Houston Police Department in September of 1976. In the years to follow, he steadily rose through the ranks and was ultimately promoted to the rank of Executive Assistant Chief in 1998. During the 32 years he spent with Houston, he oversaw the operations of every facet of that department ranging from patrol operations; to criminal investigations; and all support functions including such responsibilities as internal affairs, training, recruiting, emergency communications and computer technology. At times, Chief Thaler was responsible for managing as many as 3000 personnel with a budget approaching \$300 million. He retired from the Houston Police Department in July of 2009 to become the chief of the Pasadena Police Department where he served until his retirement in June of 2017.

During his career, Chief Thaler established a reputation for being a results driven leader, problem solver and innovator. Some of his accomplishments include: the establishment of a regional intelligence center for the purpose of sharing counter-terrorism intelligence between local police agencies; creating and directly supervising a strategic planning unit for the Houston Police Department; becoming an early adopter of utilizing multiple social media platforms to enhance communication with the public; creating a mediation unit in order to offer an alternative and expedited manner with which to resolve grievances; forming a peer support group to assist officers suffering from the aftereffects of a traumatic event; establishing a “crime reduction unit” with the responsibility of implementing citywide tactical crime initiatives; and developing the “Investigative First Responder” initiative which allowed patrol officers more latitude to conduct follow up investigations leading to increased prosecution rates of lower level offenses.

In addition, Chief Thaler was frequently responsible for overseeing matters having large scale implications for public safety including: managing the remediation and complete overhaul of the HPD computer system in response to “Y2K” concerns; serving as HPD management’s lead negotiator during “Meet and Confer” negotiations between the police union and the city; formulating and executing a force reduction plan as a result of budget cuts; overseeing the implementation of a new purchasing and payroll operating system; implementing a complete replacement of all police department radio equipment while enhancing the radio tower system in order to facilitate interoperability between local public safety agencies; and initiating the conversion of the department’s CAD and information’s systems.

During his tenure with HPD, Chief Thaler received recognition for his leadership and managerial accomplishments through the receipt of numerous supervisory commendations, multiple Chief of Police Commendations, and the Houston Police Department’s Manager of the Year Award. He also received the NAACP “Alex Award for Legal Excellence” in service to the Houston community from Texas Southern University.

Chief Thaler has a Master of Arts Degree in Psychology from Sam Houston State University and a Bachelor of Science Degree in Criminal Justice from the University of Houston. He is also a lifetime member of the International Association of Chiefs of Police.