

Jason A. Lando, M.S.

SUMMARY

Dynamic and progressive leader with 20 years' experience in a major city police department. Reputation among sworn members, civilian staff, and community stakeholders as a collaborator who fosters an atmosphere of open communication and innovation, with a focus on building teams to accomplish organizational goals. Successfully implemented several initiatives geared toward uniting police officers and community members, reducing violent crime, and improving officer wellness and morale. These efforts led to a 40% reduction in complaints against officers and a reduction in crime in nearly every category. Served as a key partner in the National Initiative for Building Community Trust & Justice by developing and leading Procedural Justice training for entire Police Bureau. Deeply committed to developing future leaders of the organization who value integrity, compassion, accountability, and teamwork.

WORK EXPERIENCE

Pittsburgh Bureau of Police – Pittsburgh, PA

May, 2000 – Present

The Pittsburgh Bureau of Police is the primary law enforcement agency for the City of Pittsburgh, with a staff of 1000 sworn officers, operating out of (6) district stations and several specialized units.

Notable Responsibilities & Accomplishments

- Developed pilot “Youth Connections” program, designed to build relationships between officers and young people in underserved communities. Program has since been expanded citywide.
- Utilizes real-time data, intelligence, and community complaints in order to direct resources and drive enforcement efforts.
- Convened police-community working group to proactively address emerging neighborhood issues.
- Works collaboratively with union leadership to ensure adherence to collective bargaining agreement, minimize grievances, and proactively address officer’s concerns.
- Works collaboratively with external city partners, to include: Elected officials, City Planning, Fire, EMS, Building Inspection, and Parking Authority to address neighborhood concerns.
- Serves as the Police Bureau’s representative on the Disproportionate Minority Contact (DMC) working group, with the focus of addressing racial inequities in the criminal justice system.
- Works closely with LGBTQIA+ community, to include serving on annual Pride planning committee and addressing safety concerns among community members/businesses city-wide.
- Fosters a cooperative relationship with local media and takes a proactive approach to media relations. Experienced at giving both crisis and pre-planned on-camera interviews.
- Routinely oversees large-scale events, protests, rallies, and critical incidents. Assumed incident command during initial response to mass shooting at Tree of Life synagogue in 2018.
- Ensures officers and supervisory staff are held accountable for following laws & policies while utilizing internal procedural justice principles.
- Works closely with Bureau’s Peer Support team to ensure officer’s physical and emotional wellness needs are met. Empowers supervisors to reward officers’ exceptional performance.
- Member of Police Bureau’s leadership team that delivered Coaching/Counseling/Mentoring training to all sergeants and lieutenants.
- Community outreach work featured in the book “A City Divided” by David A. Harris (2020)

Commander – Investigations Branch / Narcotics & Vice **June, 2019 – Present**

- Responsible for the overall command of personnel assigned to Narcotics Investigations, High Intensity Drug Trafficking (HIDTA) Unit, Firearms Tracking Unit, Graffiti Task Force, Asset Forfeiture Unit, Vice/Prostitution Unit, and Federal Task Force Officers.
- Convened multi-disciplinary team (Police, Fire, Health Dept, Building Inspection, Probation & Parole, etc.) to address nuisance bars across the city.
- Served on team that designed state-wide training curriculum for responding to opioid overdoses. Currently serving on team to design curriculum for human trafficking training.

Commander - Operations Branch / Zone 5 Police Station **December, 2014 – June, 2019**

- Responsible for the overall command of a high-volume urban police precinct, to include operational and administrative oversight over 100+ officers, detectives, supervisors, and civilian clerical specialists.
- Implemented a model of Focused Deterrence, directing officers & detectives to concentrate their enforcement efforts on the small percentage of individuals driving violent crime in the community.
- Oversaw implementation of body worn camera (BWC) and less-lethal programs at Zone 5.
- Oversaw implementation of Naloxone (Narcan) program at Zone 5.
- Worked closely with community leaders, elected officials, and residents to address safety concerns and creatively solve community problems.
- Member of Homewood Comprehensive Community Plan Steering Committee.
- Created station-based Victim Outreach position to ensure timely follow-up with crime victims.
- Implemented robust social media presence to promote transparency with community.

Lead Trainer – Procedural Justice Unit **2015 - Present**

- Developed and implemented Procedural Justice & Implicit Bias training for 1000 police officers.
- Developed community versions of Procedural Justice and Implicit Bias courses, regularly presenting this training to community stakeholders across Pittsburgh and surrounding communities.

Lieutenant - Operations Branch **2010 – 2014**

- Led a shift of 30 police officers and 3 sergeants in a high-volume urban police district.
- Served as Crisis Negotiator and Tactical Negotiations Team administrator.

Sergeant – Investigations Branch **2007 – 2010**

- Led a team of narcotics detectives working undercover in various neighborhoods city-wide.

Operator – Pittsburgh SWAT **2007-2010**

Detective – Investigations Branch **2005 – 2007**

Police Officer – Operations Branch **2000 – 2005**

STAT MedEvac – Pittsburgh, PA **1999 – 2000**
Flight Paramedic

Eastern Area Pre-Hospital Services – Wilkinsburg, PA **1996-2000**
Staff Paramedic

UPMC St. Margaret Paramedic Response Team – Pittsburgh, PA **1996-2000**
Response Team Paramedic

EDUCATION

Master of Science 2017
Legal Studies
California University of Pennsylvania

Bachelor of Science 2001
Emergency Medicine Management
University of Pittsburgh

Paramedic 1995
Center for Emergency Medicine of W. PA

High School 1995
Shady Side Academy

PROFESSIONAL DEVELOPMENT

Assessor for various major city police promotional processes	2014-Present
Diversity & Inclusion presenter for Leadership Pittsburgh	2019-Present
Drug Unit Command training – University of North Florida	2019
Panelist for Vibrant Pittsburgh’s Regional Economic Inclusion Summit	2019
The Empathic Facilitator – Columbia University – New York, NY	2019
Crisis Communications for Law Enforcement Command Personnel - Easton, PA	2018
Great Lakes Law Enforcement Leadership seminar – Niagara Falls, NY	2017
National Conference for Law Enforcement on Civil & Human Rights – Atlanta, GA	2017
Supervisor Liability – Wall Township, NJ	2017
LUMA Human Centered Design Practitioner Course – Pittsburgh, PA	2016
Implicit Bias Trainer Course – Birmingham, AL	2016
Leadership in Police Organizations (IACP) – Pittsburgh, PA	2015
Crisis Negotiator (FBI) – Pittsburgh, PA	2009
SWAT Basic and SWAT Hostage Rescue Training (FBI) – Pittsburgh, PA	2007

AWARDS / ACCOMPLISHMENTS

Distinguished Public Service Award	November, 2019
Pittsburgh Bureau of Police Leadership Award (Tree of Life mass shooting response).	October, 2019
Project Innovation Award for Implicit Bias training	April, 2019
Garfield Jubilee Association Community Service Award	March, 2019
Spirit of Excellence Award for Community Engagement	October, 2018
Featured on CBS Pittsburgh “Zone 5 Working to Improve Community Relations.”	July, 2017
Featured on National Network for Safe Cities website for community initiatives	July, 2017
Olivia Doswell Award for Community Advocacy – Operation Better Block	April, 2017
Invited Speaker – MAD DADS anti-violence initiative 10 th Anniversary Gala	October, 2016
Graduation Keynote Speaker – Pittsburgh Job Corps	June, 2016
Patriot Award (Employer Support of National Guard & Reserve) - USERRA	March, 2016
Meritorious Service Award (Undercover Drug Investigation) – Pittsburgh Police	2010
Narcotics Expert Witness – Allegheny County Court of Common Pleas	2007

COMMUNITY SERVICE

Pittsburgh Child Guidance Foundation – Board Member	2019 - Present
Foxwall Emergency Medical Service – Board Member	2018 - Present
Big Brothers Big Sisters of Western Pennsylvania – Big Brother	2017 – Present
Homewood Comprehensive Community Plan – Workforce Development Team	2017 - 2019
Small Seeds Development, Inc. – Board of Directors	2016 - 2019
Foxwall Emergency Medical Service – Volunteer Paramedic	1993 - 2005