



**Hector R. Alvarez, MSPsy, CTM**

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Mr. Alvarez is a nationally recognized security expert who specializes in workplace violence prevention and is acknowledged by the Association of Threat Assessment Professionals as a Certified Threat Manager™. He is also a certified instructor in Mental Health First Aid by the National Council for Behavioral Health. He holds a BS in Criminal Justice and an MS in Forensic Psychology. He has built over 25 years of threat management, security, domestic terrorism, and crisis management experience serving as a Security Director protecting one of our nation's most sensitive critical infrastructures, to working as a city Police Officer and as a professional security consultant. He understands the challenges individuals and organizations face when addressing the threats of violence because he has responded to them. He has helped organizations prevent, mitigate, respond and recover from multiple significant incidents of violence including several mass shootings, robberies, domestic violence spill-over, sabotage, bomb threats, and many other types of violence.

**Personal Reflection:**

“I’m extremely passionate about helping people protect themselves from violence because I have been on the receiving end and have also seen first-hand the damage, destruction and loss of innocence on the faces of countless victims. I have committed my life’s work to better understanding the dynamics of violence so that I can help others protect themselves. I also understand that it does not matter how much knowledge I gain if I cannot find ways to connect with others and help them empower themselves.

This commitment requires me to immerse myself into a violent world. As a balance to all this content, I enjoy listening to books, working out and spending time with my family at every opportunity. My wife is an accomplished photographer and I enjoy getting to help her capture and create pretty things and simply enjoy each other’s company.”

[Mr. Alvarez in Action:](#)



## **Experience**

### **President - Alvarez Associates LLC - Workplace Threat Management**

2012 – Present

Alvarez Associates LLC is a Workplace Threat Management firm based out of Northern California that specializes in #workplace\_violence prevention, mitigation and response. Our primary goal is to provide your organization with the resources, tools and training needed to address this complicated issue. To do this we have assembled a multidisciplinary team, all experts in their respective fields with extensive backgrounds in threat assessment, law enforcement, physical security and human resources. We have provided security assessments and violence prevention training for a broad range of public and private sector organizations.

### **Lead Instructor**

2012-Present

Combining multiple teaching styles, including storytelling, collaborative sessions with high energy to provide a unique learning experience. Classes are kept relevant and reflect the needs of the learner by leveraging a blend of evidence informed material and lessons learned from recent incidents.

### **Threat Assessment and Management**

2012-Present

Responsible for leading behavioral threat assessment and management cases. Specific emphasis in the four domains of workplace violence with a focus on determining the seriousness and credibility of threatening behavior and developing an intervention and management strategy that fits the client's environment.

### **Police Officer (Reserve), Folsom Police Department**

Dec. 2003 – Present

As a Reserve Police Officer provide a variety of public safety work including general patrol, emergency aid, security and protection of the community.

### **Highlights:**

- Member of Threat Assessment and Management Team
- Instructor for Citizens Academy
- Respond to public service calls including felonies, domestic disturbances, civil complaints, and property control; contact and interview victims and witnesses.
- Participate in and provide support and assistance to special crime prevention programs; take an active role in area of public education relative to crime and crime prevention.

### **Director, Campus Operations – California ISO**

1997 – 2012

Directed all security operations for national critical infrastructure supporting 80% of California's electrical infrastructure including an armed security staff of 25 security officers. Managed Insider



Threat and Anti-Terrorism programs in close coordination with local, state, and federal officials. Provided executive protection and response as the senior security professional.

Designed and managed corporate workplace violence prevention programs including development and lead role in the corporate Threat Assessment Team and corporate investigations. Developed a comprehensive “Active Shooter” prevention program that included a customized Force Option simulator, designated Safe Havens, and regular employee awareness training, all with an emphasis on civilian response.

As an original member of the ISO start-up team, Mr. Alvarez was a key player in a wide range of corporate projects and initiatives, including the development of business continuity, corporate security, emergency response, anti-terrorism, and safety programs. Responsibilities include overseeing all mechanical and electrical infrastructures for mission-critical operations and managing 150+ support staff with a 15 million+ budget.

### **Highlights:**

- Investigated/assessed 2000+ incidents of potential workplace violence
- Executive Protection detail leader for countless significant events
- Recognized by California Legislature for management of Y2K security efforts
- Recognized for Sept. 11th security response
- Participate in multiple Critical Infrastructure planning exercises
- Led security design of State of-the-Art electric grid control center

### **Education/Training**

- Master of Science, Forensic Psychology, Grand Canyon University
- Bachelor of Science, Administration of Criminal Justice, University of Phoenix
- Certified Threat Manager (CTM), Association of Threat Assessment Professionals
- Advanced Threat Assessment and Management (2005), Gavin De Becker Academy
- Certified Instructor – Mental Health First Aid (2018)
- Basic Law Enforcement Academy 2002, Yuba College
- Facility Security Design 2000, American Society for Industrial Security
- Citizens Academy 2010, Federal Bureau of Investigation
- Incident Command System 2006, FEMA
- Parolee Contacts, Convicts and Cops, 2004, CNOA
- Terrorism Liaison Officer 2006, California POST
- Domestic Violence: Guidelines for Detection and Intervention 2006, WEAVE
- Advanced firearms training, multiple date and facilities
- Dignitary Security- California Department of Justice
- Contract and Procurement Fraud 2005, Associate of Certified Fraud Examiners



**Teaching Experience:** Taking what he has learned and passing it along to others is one of Mr. Alvarez' greatest sources of pride. He has conducted extensive research on the most effective methods for creating an effective and supportive learning experience for adults; taking complicated themes and making them easy to understand and remember. He has personally trained tens of thousands of employees across a broad range of industries on Workplace Violence Prevention and Behavioral Threat Assessment. In addition to his personal clients, he is often called upon by professional organizations to provide training to their members including:

Guest Lecturer Doctorate Candidates, Wrights Institute of Psychology, California Department of Public Health, Cal/OSHA, Society for Human Resource Management (SHRM), Association of Contingency Planners (ACP), Public Agency Safety Managers (PASMA), Sacramento Association of Realtors (SAR), Association of International Architects(AIA), American Society for Industrial Security(ASIS), Association of Threat Assessment Professionals (ATAP), International Association of Facility Managers (IFMA), Building Owners and Managers (BOMA), Federal Bureau of Investigation (FBI) Folsom Police Department, Western Electricity Coordinating Council (WECC), countless other groups and private/public organizations,

**Consulting Experience:** Mr. Alvarez was the lead security consultant on several major Critical Infrastructure projects, including the California ISO command and control center which oversees the Electric Grid for most of California. He has also worked on “mom and pop” operations with only two employees and everything in between. Partial client list includes:

American Automobile Association, Caesars Entertainment, Sonoma County, Asian Pacific Wellness Center, Eugene Water Electric Board, Health Plan of San Joaquin, Imperial Irrigation District, City of Sacramento, Sacramento County, City of Turlock, City of Clovis, City of Shafter, City of Fullerton, John Adams Academy, Folsom Cordova Unified School District, Sleep Train, KB Home, Barton Memorial Hospital, Sutter Health Express, CiminoCare, Safety Center Inc., Bickmore Risk Services, Sierra Select Electronics, California Museum, Several Family Justice Centers, TUCOEMAS Credit Union, Crossroads Diversified and many others

**Behavioral Threat Management Experience:** He has personally responded, assessed and developed intervention strategies for thousands of potentially violent situations across all four recognized categories of Workplace Violence, including:

- Lead consultant in the aftermath of a 2012 mass workplace shooting that resulted in the tragic death of three employees
- Lead the response and investigation into an intense act of sabotage against a critical infrastructure
- Managed multiple cases of significant domestic violence spill-over that involved substantial collaboration with law enforcement, Community Support Organizations and others.



### **Media Experience**

Mr. Alvarez is regularly called upon to provide his opinions and insight on a broad range of security and mental health related topics. He has been featured on ABC10, KCRA3, CBS13, FOX40, Univision, KFBK, Sacramento Bee, Folsom Telegraph, Sacramento Business Journal, and Society for Human Resources (SHRM) in addition to countless blog articles, newsletters and postings.

### **Litigation Support/Expert Witness**

Mr. Alvarez has provided litigation support and consultation on several incidents of extreme violence including:

- Shooting at a warehouse that resulted in the loss of 3 lives
- Shooting at a mixed-use campus that resulted in the loss of 12 lives
- Shooting at a mail distribution center that resulted in the loss of 3 lives
- Shooting at a mental health facility that resulted in the loss of 3 lives
- Shooting at a trucking company that resulted in the loss of 6 lives
- Shooting at a food distribution warehouse that resulted in 3 casualties
- Shooting at a landscape company that resulted in a supervisor being killed

### **Special Experience**

- Advisory panel member working with the California Occupational Safety and Health Administration to develop statewide Violence Prevention Standards for healthcare employees
- Published multiple articles on workplace violence prevention at both the local and national level
- Frequently called upon as an expert in workplace violence prevention by media organizations
- Directed violence prevention and intervention program for National critical infrastructure
- Assisted several companies to recover from workplace shootings
- Responder to both the Loma Prieta Earthquake and the aftermath of Hurricane Katrina
- Development team for “Red Heat,” a Statewide California interdependency exercise.
- Served as Folsom Police Department SWAT team exercise development coordinator
- Participated in “Blue Cascades” Statewide, Washington interdependency exercise
- Led security design for “state of the art” critical infrastructure facility serving 80% of California.
- Led security design for Pacific Video Services' retail operations
- Participated in the security design for Dell Computers retail facility
- Consulted on dozens of critical infrastructure security enhancement projects

### **Professional Affiliations:**

- International Honor Society in Psychology
- American Society of Industrial Security
- Association of Threat Assessment Professionals
- Alumni Association, FBI Citizens Academy
- American Psychological Association



## **Recognition**

- Certificate of Recognition 2016, California Legislature Assembly/Legislature
- First Responder “Hero” award 2016, American Red Cross
- Certificate of Recognition 2010, Outstanding Public Service, Assembly Member Danny Gilmore
- Twice recognized as Reserve Officer of the Year, Folsom Police Department
- Certificate of Recognition, Y2K management/response, California Electricity Oversight Board
- Certificate of Recognition 2003, Sacramento County Board of Supervisors
- Certificate of Recognition 2003, “ Citizen Award”, California Senate
- Certificate of Recognition 2003, “ Citizen Award” Assembly Member Dave Cox