

OHIO SENATE

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STATE OF OHIO

Executive Department

OFFICE OF THE GOVERNOR

Columbus

I, Mike DeWine, Governor of the State of Ohio, do hereby appoint Richard Stephen Fambro, Democrat, from Powell, Delaware County, Ohio, as a Member of the Ohio Organized Crime Investigations Commission for a term beginning March 10, 2023 and ending at the close of business September 3, 2025, replacing Richard Butsko, whose term expired.



IN WITNESS WHEREOF, I have hereunto subscribed my name and caused the Great Seal of the State of Ohio to be affixed, at Columbus, this 10th day of March in the year of our Lord, Two Thousand and Twenty Three.

Mike DeWine

Mike DeWine
Governor

Richard Fambro

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Public Safety Executive

Law Enforcement Instruction

Security Consultancy

Human Resources

Extremely dedicated service professional offering comprehensive public law enforcement experience culminating with administration of internationally accredited state law enforcement agency. Provide visionary leadership in development of all-inclusive plans to direct, manage, and coordinate complex security and safety initiatives. Excel in spearheading and directing staff in areas of agency and department overhaul, criminal investigations, crime prevention education, and law enforcement training. Recognized for ability to build relationships with first responder departments and governmental agencies. Committed to building diverse and inclusive workforces.

- Strategic Operational Planning
- Policies & Procedures Development
- Security Program Development
- Crisis Management Operations
- Large Event Safety & Security
- Diversity & Inclusion Initiatives
- Statistical & Data Analysis
- Operations & Capital Budgeting
- Project Risk Analysis
- Performance Evaluations
- Staff Training & Development
- Interagency Collaboration
- Relationship Building
- Community Safety Programs
- Public Relations & Media Relations
- Talent Recruiting/Staffing
- Community Liaison Initiatives
- Organizational Communication

Career Highlights

Superintendent | Ohio State Highway Patrol

- ➔ **Established S.E.R.V.I.C.E. (Service with Respect While Valuing Inclusion and Community Engagement)** – a data-driven initiative launched within Toledo, Columbus, Cleveland, and Dayton, designed to **engage community, local law enforcement, and safety partners when resolving traffic and crime-related issues**. Strategy proved critical to maintaining order during George Floyd protests, demonstrating helpfulness and professionalism while maintaining positive reputation with citizenry.
- ➔ **Played key role in training academy achieving accreditation** through Commission on Accreditation for Law Enforcement Agencies (CALEA) for first time in history of Patrol, **becoming 1 of 5 accredited State Highway Patrol/State Police academies in the US**.

Major, Office of Planning and Finance, Office of Personnel | Ohio State Highway Patrol

- ➔ **Selected to lead Office of Personnel, with mandate of restoring morale and improving communication with internal and external customers. Achieved goals in less than 1 year.** Met with each employee to understand roles, perception of command staff, unit strengths, and areas for improvement. **Secured commitment, buy-in, and contributions from all employees to improve morale, increase communications, and take more service-oriented approach to customer recognition.** Successfully removed communication barriers involving discipline and investigation decisions.

Professional Experience

OHIO STATE HIGHWAY PATROL (OSHP) – Columbus, OH

1989 to Present

Internationally accredited agency with mission to protect life and property, promote traffic safety and provide professional public safety services, with 1,300+ sworn troopers, 84 investigative unit agents, 33 highway patrol police officers, and 816 support personnel.

Superintendent (2019-Present)

Provide strategic direction to OSHP 8-person leadership team - 2 lieutenant colonels (LTC) and 6 majors (MAJ) - with accountability for \$350 million biennium budget. Provide directional leadership to sections that include Office of the Superintendent, Office of Field Operations, Office of Criminal Investigations, Office of Personnel, Office of Planning, Research and Development, Office of Finance and Logistics, and Office of Training, Recruitment and Diversity, as well as relative departments and units.

Ensure seamless collaboration with local law enforcement to address traffic-related and other types of crime and criminal activity; additionally, collaborate with local government officials and representatives from local, state, national, and international bodies.

Carry out public relations and media management strategy, which includes print, radio, and television interviews, as well as participation in editorial boards, press conferences, and media events.

Develop ideologies and best practices that contribute to development of OSHP policies and procedures. Formulate and oversee execution of OSHP operational and administrative plans. Meet with executive staff to assess progress toward meeting OSHP goals. Engage OSHP personnel to stay abreast of morale levels and address needs. Approve trooper participation in federal, state, and local task force operations such as Drug Enforcement Administration (DEA), US Marshals Service, and Federal Bureau of Investigations (FBI) Joint Terrorism Task Force (JTTF), as well as local human trafficking and drug task forces.

- **Enhanced OSHP focus on diversity and inclusion**, committing to adding as core area of concentration across sworn officers and professional staff. Successfully addressed challenges of recruiting and maintaining female and minority candidates. **Presided over OSHP during promotion of first female in department history to achieve rank of Lieutenant Colonel.**
- Led 3-month initiative to travel statewide and meet with all 9 OSHP districts and headquarters components to conduct town hall meetings with staff to communicate focal points and share expectations relative to:
 - Reestablished OSHP use of data to deploy troopers to address traffic crashes, impaired/distracted drivers, and interdict criminals using Ohio's roadways. **Overcame initial internal unpopularity, eventually achieving improved control over OSHP resources, which bolstered efficiency and allowed focus on reducing fatal crashes in non-urban areas of state.**
 - Redeployed troopers to townships and counties statewide, only operating in urban areas upon request to address traffic and crime-related issues.
 - Implemented requirement of data for use in initiatives.
- **Enhanced quality of command staff by instituting command-level higher education requirement.**
- Orchestrated deployment of 80 troopers, in response to request from Minnesota State Patrol Superintendent, to assist with riots and unrest resulting from death of George Floyd and culmination of Derrick Chauvin trial, with Ohio Governor Mike DeWine **receiving letter of commendation from House of Representatives on behalf of OSHP.**
- Requested by Bureau of International Narcotics and Law Enforcement Affairs (INL) to **send group of OSHP traffic crash reconstructionists to Thailand to teach traffic crash investigation to Thailand Police Department.**
- Credited with **strengthening OSHP existing relationships with Buckeye State Sheriffs Association and Ohio Chiefs of Police organizations.** Led way in redoubling OSHP efforts to build strong relationships with government, community, safety, and law enforcement partners statewide to provide best opportunity to resolve Ohio's most pressing issues.
- **Launched initiative directing troopers to lower priority of traditional patrol duties in lieu of offering support to communities during COVID-19 pandemic.** Impacted communities through Meals on Wheels food delivery, computer giveaways to school-aged children, and transportation of masks to lab for sterilization and distribution to law enforcement, fire, and EMS personnel.
- **Selected to participate in series of Microsoft Teams calls with mayors statewide** to address resources and assistance OSHP could offer in support of local governments during pandemic.
- **Teamed with executive staff during early stages of pandemic to develop innovative strategies for communicating and messaging to OSHP personnel.** Initiated use of professionally produced and recorded videos to address everything from riotous behaviors to peaceful demonstrations, as well as making informed choices related to coronavirus vaccination decisions.
- **Conduct Superintendent's Annual Holiday Card Contest, designed to engage Ohio's youth.** Selected and personally recognized contest winner, whose artwork is used in social media campaign throughout holiday season.

Assistant Superintendent (2018-2019)

Oversaw activities of Fiscal Services Section that managed OSHP \$700 million biennial budget. Worked with Fiscal Services personnel to provide forecasting and budgeting recommendations to OSHP superintendent and director of Ohio Department of Public Safety. Worked cooperatively with local government officials.

- **Established culture of inclusiveness and open communication where none existed prior to appointment.**

Major, Office of Planning and Finance, Office of Personnel (2015-2018)

Promoted to command new Office Planning and Finance Section – OSHP's largest section, housing 14 individual units. Oversaw personnel assigned to Policy Development Unit in management of policy process, which included creating, reviewing, updating and eliminating policies and procedures. Served as final reviewer prior to dissemination for review/sign-off by other sections and units within Patrol and Legal Services. Taught OSHP history to new cadets matriculating through academy.

- Instituted policy to ensure equity and inclusion were factors in selecting diverse pool of officers to participate in sought after opportunities, involving serving as assessors to assist with conducting promotional assessment centers.
- Led extensive overhaul of entire biennial administrative audits process, reducing administrative burden while improving efficiency. Process widely praised by OSHP personnel for improving efficiency, eliminating unnecessary processes, and reducing uneasiness experienced by facility personnel in preparing for process.
 - Eliminated several administratively and operationally time-consuming processes from inspection and freed up time for sergeants to supervise troopers.
 - Created smart template, complete with drop-down boxes and auto-filling for use in each audit, credited with saving time for auditors.
 - Created risk assessment process, conducted on off years for every installation to ensure proper completion of critical items involving high degree of risk as a stop gap between audits.
 - Codified annual assessment of process in policy to identify potential improvements.
 - Recommended process name change from "Inspections" to "Audits".
- Tasked training academy with completely revamping field training process. Revamped field training process by going from 1 to up to 3 training officers for all 3 shifts. Provided more well-rounded evaluation of new troopers and allowed training officers to tap into specific learning style of each trainee while also increasing trainee probability of success. Mandated transition to electronic field training documentation manual, which saved time and improved efficiency.

Captain Office of Investigative Services, Office of Special Operations, Office of Criminal Investigations (2011-2015)

Office of Investigative Services – Managed and directed plainclothes personnel conducting investigations in Ohio's prisons and assisting Department of Rehabilitation and Corrections personnel with investigating crimes occurring within Ohio's prison population. Transferred to serve as executive officer of newly created Office of Special Operations after only 2 months.

Office of Special Operations – Oversaw shift from reactive to proactive operations by Investigative Services personnel. Supervised support operations with Criminal Patrol personnel to take over drug case investigations and work intelligence and leads generated from cases to prosecute suppliers of illicit drugs and seize proceeds of sales and distribution to dismantle drug trafficking organizations (DTO). Collaborated with federal, state, and local agencies to maximize resources and diversify efforts to combat DTOs.

Office of Criminal Investigations – Appointed to establish structure for newly created Criminal Patrol Unit, created to consolidate canine handler teams and troopers assigned to interdict drugs and illegal weapons. Created entire unit structure.

- Teamed with Department of Public Safety personnel to stand up Office of Criminal Investigations, including locating office space, securing furniture, identifying administrative staff, and recommending 7 lieutenants and several sergeants for promotion that would provide unit oversight. Generated record seizures of drugs, weapons, and proceeds from drug sales and other criminal activity statewide. OSHP efforts recognized by Drug Enforcement Administration (DEA) and Homeland Security Investigations (HSI), resulting in placement of full-time troopers on DEA and HSI task forces for first time in OSHP history.
- Developed and implemented Shield Details, which involved using crime and traffic data in cities throughout Ohio to combat crime and traffic problems.

Assistant District Commander, Columbus District Headquarters

Staff Lieutenant, Office of Logistics and Security Services (2004-2010)

Oversaw Risk Management Unit; identified and mitigated risks that potentially exposed Division to liability that could result in litigation or monetary loss. Identified policy and operational procedural gaps and submitted recommendations to Superintendent's Office to address them. Instructed personnel on risk-related activities.

- Recommended adoption of revisions to clarify existing policy regarding supervisory oversight to ensure against officers surpassing 12-hour maximum overtime worked on day off or addition of no more than 4 hours to regular 8-hour shifts.
- Played prominent role in committee established to assist Ford Motor Company in conducting design research and studies of Crown Victoria Police Interceptor cruiser following death of 2 troopers in patrol car crash. Teamed with Ford, safety advocates, International Association of Chiefs of Police, and other ad-hoc committee members to examine gas tank placement on platform and measures to better protect officers and lessen likelihood of fire occurrences.

- Led project to analyze officer-involved traffic crash statistics to determine most frequent causative factors when troopers were at-fault party.

Prior Law Enforcement History:

Lieutenant/Post Commander, Lancaster Post | 2000-2004

- Selected to serve as OSHP spokesperson in Public Affairs Unit (2003).

Sergeant/Assistant Post Commander, Springfield | 1997-2000

Trooper, Dayton Post | 1990-1997

- Selected as Post Trooper of the Year (1994).

Cadet Dispatcher, Lancaster Post | 1989-1990

Additional Experience:

Adjunct Instructor | Clark State Community College's Basic Law Enforcement Academy | 1997-2000

- Taught courses on crash investigation and traffic law.

Education | Professional Development

Master of Science (M.S.), Management

Mount Vernon Nazarene University – Mount Vernon, OH | 2019

Bachelor of Science (B.S.), Business Administration

Ohio Dominican University – Columbus, OH | 2004

Advance Leadership Training

Northwestern University's School of Police Staff and Command – Evanston, IL | 2000

Attendee, US Army War College's Staff Ride – Carlisle, PA | 2012

Seminar focused on senior leadership and teamwork

Graduate, 119th Academy Class

Ohio State Highway Patrol Training Academy – Columbus, OH | 1990

Ohio Peace Officer Training Academy Instructor Permit (Expired)

Professional Associations

Member, International Association of Chiefs of Police

Vice Chair Highway Safety Committee

2nd Vice Chair State and Provincial Police Committee

Member, Ohio Association of Chiefs of Police

Member, Ohio Peace Officer Training Commission

Member, Ohio Traffic Safety Council

Volunteering/Community Service

Volunteer, Big Brothers and Big Sisters of Delaware County

GOVERNOR'S APPOINTMENTS TO BOARDS AND COMMISSIONS

Appointment Date: 3/10/2023

Name of Appointee: Richard Stephen Fambro
Address: 10721 Brettridge Dr.
Powell, OH 43065
Delaware County
(H) –
(W) – 6143018166
(M) – 6144992925
(E) – re36m31@aol.com

Name of Commission: Ohio Organized Crime Investigations Commission
Rocky W. Nelson
Executive Director
cell: (614) 359-7939
P.O. Box 968
Grove City
(614) 277-1000

Term Begins: 9/4/2022

Term Ends: 9/3/2025

Party Affiliation: Democrat

Senate Confirmation: Appointed by the Governor, confirmed by the Senate

Financial Disclosure: Confidential disclosure required

Vice: Richard Butsko