



Fred Deltorchio

Affiliated Consultant

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Fred Deltorchio has extensive experience in workplace investigations for public and private clients. He regularly conducts complex investigations concerning misconduct, harassment, or substandard management practices. Fred speaks to Human Resources and Management groups on proper handling of workplace investigations. He has significant experience addressing police personnel issues including recruitment, investigations, evaluation, discipline, and termination.

Fred has over 30 years of Law Enforcement experience and served as the Police Chief and Interim City Manager for the City of Hercules, California. Prior to that, Fred was with the Benicia Police Department for almost 18 years.

Fred's Areas of Expertise:

Investigations

Law Enforcement

Organizational Management

As Police Chief for the City of Hercules, Fred coordinated the introduction of the Motorcycle Traffic Unit, the School Resource Officer Program, the Citizen Police Academy, and the "Every 15 Minutes Program". He provided required Workplace Discrimination and Harassment Prevention Training to all Hercules City staff and also personally filed oppositions and represented the Police Department in "Pitchess" motion hearings.

During his tenure as Interim City Manager, Hercules faced a high-profile financial crisis, which required general fund expenditures to be reduced by 30 percent. Fred led successful renegotiations of City contracts with all labor bargaining units and achieved necessary reductions of staff and program expenditures.

Fred has his Juris Doctor Degree from John F. Kennedy University College of Law and is a member of the California Bar Association. He graduated from California State University at Hayward with a bachelor's degree in History. Fred also attended the FBI National Academy and graduated with the 193rd Session.



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