



2026 PERF GARY P. HAYES AWARD

The Police Executive Research Forum (PERF) is now accepting nomination letters for its 2026 Gary P. Hayes Award. This award recognizes policing professionals who are in the middle of their career and have demonstrated innovative practices and the promise of future leadership.

We plan to present the award on Thursday, April 16, during the PERF Town Hall Meeting in Los Angeles.

CRITERIA FOR THE GARY P. HAYES AWARD

- Is at a career midpoint and has demonstrated imagination, creativity, risk-taking, and resourcefulness
- Has demonstrated initiative in the design or implementation of new approaches to policing
- Has demonstrated potential for taking department-wide leadership roles
- Has demonstrated commitment to engaging the community as well as police officers in bringing about change
- Has been able to enlist others in carrying out initiatives
- Possesses a sophisticated understanding of the unique role of the police in our society
- Is strongly committed to preserving democratic values
- Understands the diverse nature of our communities and the obligations that the police have to promote understanding and reduce tensions and intolerance in the community
- Is committed to the critical importance of integrity, appropriate conduct, and restraint in the use of police authority
- Has a demonstrated capacity and willingness to acquire and use knowledge
- Seeks out new ideas and experiences in other areas of government and in the private sector that might have relevance to the police
- Is open to dialogue, criticism, and review
- Is willing to speak out on important issues
- Is an employee of a law enforcement agency
- Has a baccalaureate degree

HOW TO SUBMIT A NOMINATION

If you know someone who should be considered for the Gary P. Hayes Award, please email your nomination to PERF, Attn: Soline Simenauer, ssimenauer@policeforum.org.

Nominations should be no more than two pages and should explain why the nominee is deserving of the award.

All nominations must be received by close of business (Eastern time) on Monday, March 23, 2026.

Gary P. Hayes Award Winners

1986–2025



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|------|---|------|--|
| 1986 | Captain Thomas Koby , Houston (TX) PD | 2006 | Deputy Chief Floyd Simpson
Dallas (TX) PD |
| 1987 | Superintendent William Bratton
Metropolitan Police, Boston, Massachusetts | 2007 | Chief Roy Minter, Jr. , Denton (TX) PD |
| 1988 | Inspector Edward McLaughlin
Philadelphia (PA) PD | 2008 | Lieutenant Bryan Schafer
Minneapolis (MN) PD |
| 1989 | Lieutenant Timothy Oettmeier
Houston (TX) PD | 2009 | Deputy Commissioner Richard Ross
and Chief Administrative Officer Nola Joyce
Philadelphia (PA) PD |
| 1990 | Chief Gil Kerlikowske , Fort Pierce (FL) PD | 2011 | Chief Scott Thompson , Camden (NJ) PD
(*Note: This was the first year the award was named in the year it was presented. In prior years, it had been presented in the year following its award year.) |
| 1991 | Deputy Chief David Williams
Portland (OR) Police Bureau | 2012 | Chief Michael Davis , Brooklyn Park (MN) PD |
| 1992 | Lieutenant Ondra Berry , Reno (NV) PD | 2013 | Chief Will Johnson , Arlington (TX) PD |
| 1993 | Chief Dean Esserman
Metro-North Railroad PD, New York | 2014 | Lieutenant-Detective Patrick Glynn
Quincy (MA) PD |
| 1994 | Barbara McDonald , Director of Research & Development, and Deputy Superintendent Charles Ramsey , Chicago (IL) PD | 2015 | Deputy Chief Danielle Outlaw , Oakland (CA) PD |
| 1995 | Chief Michael Scott , Lauderhill (FL) PD | 2016 | Chief Brandon del Pozo
Burlington (VT) Police Department |
| 1996 | Deputy Chief Ronald Gensor , Reno (NV) PD | 2017 | Chief Dermot Shea , New York City PD |
| 1997 | Nancy McPherson
Director of Information & Communications Services, Seattle (WA) PD | 2018 | Deputy Chief Colonel Michael Sullivan
Louisville (KY) Metro PD
Chief Laretta Hill , Dallas County (TX) Community College District PD |
| 1998 | Chief Ed Flynn , Arlington County (VA) PD | 2019 | Deputy Chief Chad Kasmar , Tucson (AZ) PD |
| 1999 | Sergeant Andrew Mills , San Diego (CA) PD | 2020 | Lieutenant Shelly Katkowski , Burlington (NC) PD
Executive Director Marvin (Ben) Haiman
Washington (DC) Metropolitan PD |
| 2000 | Commander Betty Kelepecz
Los Angeles (CA) PD | 2021 | Deputy Superintendent Paul Noel
New Orleans (LA) PD |
| 2001 | Inspector Sharon Lubinski
Minneapolis (MN) PD | 2022 | Assistant Chief Mike Lee
Harris County (TX) Sheriff's Office |
| 2002 | Assistant Deputy Superintendent Ron Huberman , Chicago (IL) PD | 2023 | Lieutenant Chad Janis , Yakima (WA) PD |
| 2003 | Chief Theron Bowman , Arlington (TX) PD
Chief Constable Peter Neyroud
Thames Valley Police, UK | 2024 | Chief Paul L. Humphrey
Louisville (KY) Metro PD |
| 2004 | Commander Cathy Lanier
Washington (D.C.) Metropolitan PD
Deputy Chief Frank Fernandez
Miami (FL) PD | 2025 | No recipient |
| 2005 | Inspector Michael Simpson
Jamaica Constabulary Force | | |