

# MARK P. KLING

## Address on File

### EDUCATION

University of La Verne - La Verne, CA  
Doctorate in Public Administration - December 2003

Masters in Public Administration - January 1999

University of Phoenix - Southern California Campus  
Bachelor of Arts, Management - 1997

University of Virginia  
FBI National Academy, Session 215 - 2003  
Leadership Challenge Recipient

### PROFESSIONAL EXPERIENCE

#### LAW ENFORCEMENT EXPERIENCE

1981 - 2011

##### **Rialto Police Department**

###### **Police Chief - Retired - 2006 to 2011**

Specifically hired for expertise in rebuilding police departments. Leadership role in developing innovative policing systems and managing all operations activities, including support service functions. While leading department, developed critical infrastructure relationships with the City Administrator, Department Heads and the City Council. Rialto's ethnically and economically diverse population was approximately 105,000 residents and relied on a Police Department of 115 sworn personnel, a support staff of 45 non-sworn members and a budget of \$24.5 million to provide police services. Developed and implemented the Area Command policing philosophy which lowered overall community violence and increased community support for public safety.

##### **Baldwin Park Police Department**

###### **Police Chief - 2001 to 2006**

Leadership role in managing all operations activities, and support service functions for the Baldwin Park Police Department, reporting directly to the Chief Executive Officer and the City Council. Baldwin Park's ethnically and economically diverse population numbers 78,600 and relied on a Police Department of 79 sworn personnel, a support staff of 44 non-sworn members, and a budget of \$11.3 million to provide police services. Responsible for setting departmental goals and objectives, develop, and manage the department's budget, work daily with Council members, interact with other city department heads, and represent law enforcement at regional conferences, city meetings and community events.

###### **Captain - 1999 to 2001**

Served as Support Services Commander. Also temporarily commanded Patrol, Detectives, Traffic, Reserves and Administration Bureaus. Reviewed officer involved shootings, traffic accidents, and citizen complaints. Directed all personnel and training activities, recommended personnel for special assignments, and coordinated multi-jurisdictional investigations.

##### **Monterey Park Police Department - 1981 - 1999**

###### **Lieutenant - Administration Bureau**

Police administrator assigned as adjunct to Police Chief and Internal Affairs Lieutenant. Fiscal administration duties charged with development of Department's \$10 million annual operating budget. Commander of Special Weapons and Tactics Team. Manager of training bureau, responsible for department personnel receiving required State training mandates. Liaison with City Council members and Police Press Information Representative.

###### **Lieutenant - Field Services Bureau**

Watch Commander assigned responsibilities of managing patrol officers, communication operators, records and jail personnel. Human resource administrator assisting various department personnel on employment matters. Oversee training and education of police officers in law enforcement matters.

**PROFESSIONAL  
EXPERIENCE  
(Continued)****Investigative Sergeant**

Internal Affairs and intelligence responsibilities. Supervisor of Asian Task Force, Narcotics, Vice and Gangs. Director of federally funded COPPS grant. Manager of departmental asset forfeiture programs.

**Sergeant - Line Operations (Field Services)**

Patrol Supervisor. Charged with motivational and productivity management responsibilities of field personnel.

**Community Relations Bureau**

Bureau Commander. Directed all crime prevention/community based policing programs — prepared budgets, coordinated volunteers, prepared staff reports and served as Alarm Revenue Officer.

**Traffic Investigator**

Assistant Bureau Supervisor of traffic personnel. Successfully authored State grant for radar equipment and training. Coordinated special events.

**Detective / Agent**

Assigned to Investigations Bureau as Lead Investigator of burglary crimes and narcotic violations. Training Officer for new recruit officers with emphasis on specialized techniques for officers requiring additional instruction.

**Patrol Officer**

General law enforcement duties.

**Reserve Police Officer**

Level One Officer — donated over 2500 hours of service to the community.

**UNIVERSITY  
TEACHING  
EXPERIENCE****Associate Professor - California Baptist University - 2011 to Present**

Criminal justice program lead teaching in the Online and Professional Services division. Responsible for development for criminal justice program and course development for public administration and organizational leadership classes at the undergraduate, graduate and doctoral levels of instruction. Served on University committees, including budget, curriculum, safety, faculty senate, and student judicial review.

**Adjunct Professor - University of La Verne - 1999 to 2011**

Teaching undergraduate and graduate students the theoretical foundational concepts of public administration. Theory bases are validated, enlightening students to the practical and real world arenas of public and/or governmental agencies. Overall goals of my teaching philosophy are to create working practitioners in public administration. Developed and implemented on-ground, on-line and hybrid courses

**Adjunct Instructor - University of Phoenix**

Teaching undergraduate and graduate students in the criminal justice arena. Teaching focused on delivery of University designed online courses.

**PROFESSIONAL  
ACHIEVEMENTS**

Published dissertation manuscript, "Bonds of Trust, Women and Men on Nightshift Patrol - December 2003

Authored research project on motivational and productivity trends of police officers

Successfully directed and coordinated first municipal gang injunction in the County of San Bernardino, with assistance of San Bernardino County District Attorney's Office.

**PROFESSIONAL  
ACHIEVEMENTS  
(Continued)**

Responsible for restructuring two police agencies which were on the verge of consolidating with the County Sheriff's Department (Los Angeles and San Bernardino)

Redesigned two police agencies to effectively address issues relative to professionalism, accountability and community policing.

Established responsive police administrations that embrace philosophical necessity of community-based policing concepts

Designed a departmental traffic bureau, complete with motor officers, commercial and parking enforcement details

Established and staffed a community relations bureau to assist community-based policing objectives

Instituted the Area Command policing philosophy in building community support

Instituted a comprehensive property and evidence study in the departmental evidence section that had not previously been attempted, including purchasing a \$2.3 million state of the art evidence building, while working collaboratively with City redevelopment

Designed departmental policy and procedure manuals that provide officers with effective use of force tools that have directly lowered officer worker's compensation claims and suspect injuries

Redesigned the department's internal organizational structure to ensure effective officer deployment and an increase in internal and external stakeholder customer service

Upgraded an outdated CAD/RMS system to ensure better dispatch and records management functions.

Responsible for participating and obtaining Homeland Security grant funding for necessary police equipment.

**AWARDS AND  
HONORS**

Badge of Courage Recipient - 2003

Recipient, County of Los Angeles Commendation for Outstanding Community Service — 1996

Police Officer of the Year, Monterey Park Police Department - 1993

Recipient, Monterey Park Police Department Commendations for Excellence — 1993-1997

Recipient, City of Monterey Park Distinguished Service Medal Award — 1989

Recipient, U.S. House of Representatives Award for Community Service — 1989

Recipient, California Legislature Assembly Award for Distinguished Service — 1989

Recipient, Los Angeles Community Protector Award — 1989

Recipient, Los Angeles Damayan Lions Club Officer of the Year — 1989

Recipient, eight Letters of Commendation from Federal, State and Local Agencies

Recipient, twenty Letters of Service Excellence from the community.

Honor Cadet — Los Angeles County Sheriff's Academy, Class 215, 1983

**PROFESSIONAL  
ORGANIZATIONS**

Member Society for Public Administration (ASPA)  
Member Retired California Police Chief's Association  
Member Retired California Police Officers Association  
Member of the International Police Chief's Association  
Past Member San Bernardino County Police Chief's and Sheriff's Association  
Past Member, Monterey Park Police Officer's Association President - 1996