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SUMMARY

- ❑ President / C.E.O. of Wilco Management International, Inc., A financial investigation, corporate due diligence, and a security consulting firm: Licensed Private Investigator No. 13195 and Private Patrol Operator No. 11129
- ❑ President, Board of Transportation Commissioners, City of Los Angeles, providing policy oversight for all ground transportation, pipeline, parking and traffic congestion
- ❑ Co-chair, Los Angeles Area Chamber of Commerce, Internal Trade & Investment Committee
- ❑ Member, Community Advisory Board, Hollywood Presbyterian Hospital
- ❑ Member of CALI (California Association of Licensed Investigators)
- ❑ Former board member, Coro Leadership Foundation of Southern California
- ❑ Mayoral transition team member, 2005, City of Los Angeles
- ❑ Retired Police Commander, the highest civil service rank (a general staff rank with one star) with a proven track record of advancement and accomplishments with the Los Angeles Police Department and a graduate of FBINA, 172nd Class
- ❑ Former Commissioner, Los Angeles County Criminal Justice Procedures Commission
- ❑ Recipient of the Republic of Korea Presidential Dong Baek Medal for the public service
- ❑ The first highest-ranking Asian-American General Staff Officer in the history of the Los Angeles Police Department.
- ❑ Handled security planning and execution for major venues and events such as democratic party convention at staples center, L.A. DOT, Oscar Academy Award, L.A. Olympics, Seoul Olympics, 9-11 response at L.A. Harbor
- ❑ Experienced in conducting and supervising major complicated domestic and international financial investigations and internal affairs cases of the most confidential nature.

- ❑ Recipient of the Martin Luther King Parade Committee's Unity Leadership Award and a recognized community builder in a multi cultural setting.
- ❑ Former Chairperson of the Justice for Murdered Children – a crime victim advocacy group for unsolved murders involving young murdered victims in South Los Angeles.
- ❑ Board member, Parker Foundation.
- ❑ Columnist for Radio Korea, the largest Korean language radio station outside Korea, and Political Talk Show host / columnist for TVK-24, Asian-American cable T.V. network
- ❑ B.S. with honors in Management, Pepperdine University
Masters in Public Administration, Pepperdine University
Doctorate in Public Administration, University of LaVerne
- ❑ Recipient of Quality of Service Management Achievement Award, LAPD
- ❑ Initiated the “Stop the Violence” movement, which became a department-wide crime control and community mobilization tool.
- ❑ Initiated the “Good Deed” lead program to facilitate employees recognizing other employees for extra service and small acts of kindness.
- ❑ Director at Large, 1st Marine Division Association: Honorably discharged Captain, U.S. Marine Corps: First Korean-American immigrant, a fully bilingual person to become a captain in U.S.M.C. without a college degree

EXPERIENCE

President / CEO (2005 – Present)
Wilco Management International, Inc.

President (2005 - Present)
City of Los Angeles, Board of Transportation Commissioners

Commander (2003 – 2005)
Commanding Officer, Training Group, Los Angeles Police Department (LAPD)

- ▶ Provide oversight and leadership to all training missions for 12,000 employees of LAPD.
- ▶ Responsible for approximately \$57 million a year training budget for LAPD, and about 9,000 department employees.
- ▶ Manage (4) major police academies and decentralized, interactive distance learning programs.

- ▶ Responsible for all training components contained in the Federal Consent Decree, the most significant police reform package including adjudication of officer-involved shooting cases and automated problem employee early warning software.
- ▶ Manage all administrative, technical, and legal mandates of various government regulations for police and civilian employee training.
- ▶ Implement major reform measures in police training and auditing systems to ensure consistent performance evaluation protocols with focuses on emergency preparedness, first responder tactics and strategic planning for unusual occurrences.

Commander (2002 – 2003)

Assistant Commanding Officer, Operations-West Bureau

- ▶ Served as Acting Commanding Officer of Operations-West Bureau, over-seeing six police divisions such as Hollywood, Pacific, LAX, Wilshire, West Los Angeles, and West traffic, due to vacancy in Bureau Commanding Officer's position
- ▶ Provide proactive leadership for six police divisions providing police service for over a million people
- ▶ Initiated police service access seminars in six different languages and citizen police academies in two different languages to include previously disfranchised communities to harvest and mobilize.
- ▶ Initiated employee recognition program, "Good Deed Memo," to encourage acts of extra effort and sensitivity.
- ▶ Implemented the Department's first Consent Decree Coordinator Program.

Captain III (2000 – 2001)

Area Commanding Officer, Harbor Community Police Station

Plan, develop, and implement strategies for effective leadership and continuous improvement in the following areas:

Community Safety

- ▶ Area Commanding Officer of a harbor area in the U.S.A. during the 9.11 incident and responsible for initiating a federal and local anti-terrorism task force
- ▶ Initiated Fear Reduction Team to focus on community safety perception issues.
- ▶ Initiated the first Regional Emergency Response Plan for the Port Community.

- ▶ Initiated a “gang” table where detectives focused on all crimes involving gang members and implemented an integrated problem-solving tactics.
- ▶ Established Stop the Violence Block public rallies, public street community fair events, at the site of murders and hate crimes to reach people who normally do not participate in police-sponsored events.
- ▶ Created Anti-Tagger Detail to gather gang intelligence, arrest violators and to reduce fear in the community.
- ▶ Initiated Harbor City and Wilmington Gang Injunction process to deter gang influence.
- ▶ Focused on enhancing public safety at the Port of Los Angeles, which was within the Jurisdiction of Harbor station.

Community Mobilization

- ▶ Initiated for Community-Police Advisory Board (C-PAB) work teams on youth, traffic, crime and quality of life issues; created the only Spanish-speaking C-PAB work team in the City.
- ▶ Instituted new website to communicate with the public.
- ▶ Introduced Community Action Network (CAN) brochures.
- ▶ Initiated “Storm the Bridge” fundraiser for the station and youth programs to promote gang intervention and role modeling.
- ▶ Selected as the 2001 Wilmington Community Parade Grand Marshall for the recognition in Spanish-speaking neighborhoods.
- ▶ Selected for the Peace Builder’s Award, Toberman Settlement House, Inc. in recognition for working with gangs and their family members to stop retaliatory shootings.
- ▶ Initiated the regular communication sessions for surviving family members of unsolved homicide victims.

Employee Training/Morale/Productivity

- ▶ Established Vertical Staff meetings, personally communicating with officers and civilian employees at all levels.
- ▶ Established Workplace Harmony Committee to promote acceptance of differences in people.

- ▶ Implemented a Command Thank You note program to improve in employee productivity.
- ▶ Established Local Chapter of 10851 Club to recognize officers for grand theft auto arrests and 12020 Club to recognize officers for gun arrests.
- ▶ Initiated a formal employee recognition program called “Good Deed Lead” for employees to recognize each other for acts of extra effort.

Other Major Accomplishments

- ▶ Increased homicide clearance rate from 22% to 77%.
- ▶ Reduced homicide by 63%.
- ▶ Initiated a Community Trust Building Strategy.
- ▶ Increased citations issued by 56% and arrests by 26.65%, 2001/2000 YTD.
- ▶ Maintained the highest percentage of women officers in the Department at 31% of sworn with female supervisors in key positions.
- ▶ Bureau’s best record on meeting administrative due dates.
- ▶ Proactive personnel complaint prevention strategy.
- ▶ Implemented a fully integrated approach to improve public safety for the Port and the surrounding communities.

Captain II (1998 – 2000)

Commanding Officer of West Traffic Division (WTD)

Planned, developed, and implemented strategies for the effective internal management and continuous improvements in the following areas:

Community Safety

- ▶ Established bureau-wide Traffic Enforcement Task Force, with all four patrol divisions within the bureau, to better serve the public and to increase traffic enforcement.
- ▶ Highest, Increase of Traffic Citation assurance.

Community Mobilization

- ▶ Developed the first C-PAB for a traffic division and sponsored a bureau-wide traffic problem-solving summit.

- ▶ Increased bilingual positions from 15 in 1998, to 38 in 1999 to provide services in the Spanish, Korean, and Japanese languages.

Personnel Training/Morale

- ▶ Created Good Deed Lead, civilian and sworn employee's formal recognition by other employees for building good will within the community as a positive reinforcement tool to empower employees and provide specific and accurate information for inclusion in Performance Evaluation Reports.
- ▶ Developed the "Audio Mentoring" tape program with experts' advice as a mentoring tool for supervisors and officers.
- ▶ Selected the Department's first female motor Sergeant.
- ▶ Published a Divisional newsletter for traffic personnel.
- ▶ Removed motors from the "Queue" to focus their efforts on proactive traffic enforcement strategies and to increase accountability.
- ▶ Implemented a structured employee orientation program.
- ▶ Established Area Traffic Coordinator Council to secure cooperation among patrol divisions.

Other Major Accomplishments

- ▶ Systemized the process of accepting, investigating, and categorizing community traffic complaints and feedback procedures.
- ▶ Initiated an application for funding a computerized traffic data analysis system with the State of California Office of Traffic Safety.
- ▶ Planned and implemented a rapid expansion program to increase Divisional staffing level from 163 to 193, including training and logistical planning, which increased productivity and reduced traffic collisions.
- ▶ Increased Reserve Officer corps from nine to thirty-six; conducted four weekly traffic task force operations each month (never done before), significantly increasing its effectiveness; initiated a newsletter for Reserves to increase recruitment and retention.
- ▶ Reduced long-term sick/IOD/light duty personnel by 40%.

Police Captain I (1997 – 1998)

Commanding Officer of West Los Angeles Operations Support Division

Planned, developed, and implemented the activities of supervisors, officers, and civilians assigned to investigations.

- ▶ Successfully handled a series of major unusual occurrences associated with the O.J. Simpson trial, UCLA, and the Federal Building by developing a cadre of highly skilled supervisors, officers, and civilians.

Police Captain I (1996 – 1997)
Commanding Officer of Pacific Detectives

Completed the Department's Pilot Study of placing a Captain I as Commanding Officer of Detectives.

Police Captain I (1996 – 1997)
Commanding Officer of Pacific Patrol Division

Implemented a computerized tracking system for projects and personnel complaint investigations and significantly improved the due date compliance ratio.

Police Lieutenant II (1994 – 1996)
Internal Affairs Division

As Assistant Chief Investigator, facilitated a team of investigators who devised and implemented a case management system to reduce case turnaround time.

- ▶ Functioned as Officer-In-Charge (OIC) of Internal Surveillance Detail (ISD); planned and implemented a series of changes to expand the unit's mission to include special operations, including undercover and sting; proposed and implemented functional change to Special Operations Section (SOS) and incorporated more proactive missions to ensure police integrity.
- ▶ Initiated and managed a significant police corruption case involving multi-agency effort: planned and implemented a series of surveillance and undercover strategies to identify, arrest, and convict involved police personnel and government employees.

Police Lieutenant II (1993 – 1994)
Adjutant to Bureau Commanding Officer

Planned and implemented a bureau-wide overtime control system and formulated a uniform system for fact sheet investigations.

Police Lieutenant I (1991 – 1992)
Officer In Charge (OIC) of General Investigations, Wilshire Detectives

Planned and implemented a formation of the Korea Town Crime Investigations Unit (KCIU) to provide better investigative service to a bilingual community.

- ▶ Initiated a major foreign exchange fraud case involving more than 200 victims and a \$12 million loss; supervised a team of investigators who arrested and convicted the suspect of multiple felony counts.

Police Lieutenant I (1989 – 1991)

Watch Commander, Wilshire and Van Nuys Patrol Divisions

Initiated a process to transform chronic “problem” employees on the watch to productive employees.

Police Sergeant II (1987 – 1989)

Newton Area Vice Supervisor

Trained and motivated a group of vice investigators whose productivity was low to become the highest in the City for over 18 months including the City’s highest record in bookmaking arrests.

Police Sergeant I (1986 – 1987)

Special Problems Unit Sergeant, Newton Area

Proposed and implemented a biweekly buy/bust (narcotics undercover) operation which reduced narcotics activities at age-old chronic problem locations.

Formulated a system to record quality of life problem locations and took concrete police actions to reduce community members’ and business owners’ fear (before community policing was well known).

Police Sergeant I (1985 – 1986)

Field Supervisor, Newton and Hollywood Patrol Divisions

Performed field supervision of uniformed patrol personnel.

Detective I (1981 – 1985)

Narcotics Division

Initiated and completed the first narcotics asset forfeiture case in California; case was presented in CNOA magazine article after the appeals court upheld the conviction in the trial court. This was the first precedent-setting case, which eventually established asset forfeiture in California: this is an epitome of proactive, nonsense police work to solve crime problems by hitting criminals in their pocket book.

Initiated and completed the Department’s first significant “China White” case.

Senior Lead Officer (SLO) – (1980 – 1981)

Asian Task Force

Initiated and implemented a written proposal to create a bilingual police store front operation at 8th Street and Irolo. This operation is still ongoing.

Police Officer, Rampart Patrol (1978 – 1979)

Recruit Officer, Police Academy (1977)

Recruit Class Drill Instructor (DI), No. 1 in academics, No. 2 in overall class standing

MILITARY SERVICE

Honorably Discharged as Captain, U.S. Marine Corps

EDUCATION

University of La Verne
Doctorate in Public Administration 1997

Pepperdine University
Masters in Public Administration 1979
B.S. with honors in Management 1975

Criminal Court and Administrative Hearing Certificate for Korean/English translation from the State of California. Passed all-day language tests in English and Korean: fully bilingual in writing, reading and speaking. Also U.S. defense of defense rating as a first class English-Korean interpreter (172nd Class).

Training (partial list):

- FBI National Academy, West Point Leadership Program and Leadership – Southern California
- Department Facilitator Program
- Transformational Leadership Course
- Watch Commander School. Command School
- West Point Leadership Program

AFFILIATIONS

- Former Chair, Justice for Murdered Children
- Los Angeles Area Chamber of Commerce
- Board Member, C.O.R.O Leadership Foundation
- LAPD Command Officers Association, Los Angeles County Peace Officers Association, California Peace Officers Association, Municipal Motorcycle Officers Association, Police Executive Research Forum.
- Director at large USMC 1st Marine Division Association.

- Director, William H. Parker Foundation (Los Angeles Police).
- Advanced and Management Police Officer Standard and Training (POST) certificates (State of California).
- Police Commission Language Policy Task Force, Charter member; represented the Department with American Civil Liberty Union (ACLU), Mexican American Legal and Defense Fund (MALDF), and Pacific Asian Legal Center.
- Charter President, Law Enforcement Association for Asian Pacific
- Charter Member, Hispanic Law Enforcement Association
- Rotary International – Charter Secretary, Korea Town Chapter, Los Angeles

PUBLICATIONS

- Police Chief magazine (articles)
- California Police Officers Training Journal (articles)
- Wrote numerous magazine and newspaper articles regarding law enforcement and community mobilization issues.

COMMUNITY PARTICIPATION

- California Community College Board of Governors – former member, appointed by the Governor with State Senate Confirmation; participated in statewide policy making with responsibilities affecting 107 community college campus locations and over one million students; State Chair for Vocational Education and Student Equity Committees.
- Los Angeles County Commission on Judicial Procedures – Member, working with appointed and elected leaders from the bench, County Public Defender, and District Attorney to formulate policy recommendations to improve efficiency in court systems.
- Korea Town Youth and Community Center – Former Member of the Board.
- Advisor to Korea Town Chamber of Commerce, Korean-American Federation of Los Angeles, Korean-American Grocers Association, Korean-American Veterans Association, and ROK Marine Corps Association.
- Korea Town West Adams Public Safety Association, Korean-American Grocers Association, and others – Advisor on public safety issues.
- Political Commentator/Columnist for TV-K 24, the Asian-American cable TV Network.
- Former Radio Commentator on public safety issues for 93.5 FM and Radio Korea.

AWARDS

Over 300 medal awards and commendations from the Governor, State Assembly members, U. S. Senators, Mayor of Los Angeles, Los Angeles City Councilmembers, Los Angeles County Board of Supervisors, President of Republic of Korea, Seoul Metropolitan Government, Los Angeles County District Attorney, Board of Governors for California Community College System, Lions Club, Rotary Club, and most importantly, community members.

Dong Baek Presidential Medal for public service, the highest public service medal from the President of Republic of Korea, for building multi ethnic cooperation in Los Angeles.

HOBBY

Marathon running.

Hap Ki Do.

Researching military history and strategy.

PERSONAL PHILOSOPHY

I am a strategic thinker and builder, who is committed to lifelong learning. My goal is to integrate academic preparation with practical experience to bring about constant improvement through a proactive leadership style based on inclusiveness, innovation, employee recognition, continuous improvement, and a refusal to accept the status quo. My bottom-line approach is to assess, implement, measure performance and consistently march forward until it is done.