

## Cornelius Harold Johnson

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### *City of Antioch Interim City Manager*

### **Professional Summary**

- I am an energetic, enthusiastic and mature professional with 17 years managerial experience. Served as an adjutant, and managerial assistant to the Chief of Police, where I was responsible for the planning, administering, directing, overseeing, and evaluating the activities and operational functions of the patrol bureau and division. I worked closely with the Command Staff and management staff in developing and implementing policing policies and activities and operations relating to department's law enforcement efforts strategies. I worked closely with our Administration and Fiscal Bureau in preparing San Francisco Police Department Fiscal Years Budgets process for: FY-2003-2004, FY-2004-2005 and FY-2005-2006.
- I was responsible for developing, implementing, managing, monitoring and evaluating San Francisco Police Department Recruitment strategies. I was responsible for providing guidance and advise to Board of Supervisors Public Safety Committee members San Francisco Community-Policing Plans and City-Wide Strategies. I worked closely with other city department heads in planning, administering, overseeing, directing and monitoring intra departmental activities and operations relating to critical incidents, homeless and psychological challenged individuals (5150 W&I). I worked closely as a liaison with San Francisco Mayor's office Chief of Staff, San Francisco Board of Supervisors, San Francisco City Manager's Office, and the Office of Public Policy in developing, implementing, monitoring and evaluating departmental violence reduction programs, community-policing initiatives, policies, procedures, and protocols.
- I worked closely with the Mayor's Office of Criminal Justice is overseeing federal 501(c)(3) non-profit organizations in developing gang violence reduction initiatives. I worked with others in creating the first African American Community Police Relations Oversight Board. Work closely with the San Francisco Mayor's of Criminal Justice in developing youth program by coordinating wrap-around services for underprivileged youth form economically and predominantly communities of color. I worked closely with the San Francisco Mayor's Office Neighborhood Services & San Francisco Police Department Homeless Unit in planning, administering, monitoring, implementing, and evaluating homeless initiatives, such as, Homeless Connect and Homeless Outreach Teams. I worked closely Criminologist David Kennedy in developing, implementing, managing and overseeing the first of its kind gun violence reduction initiative "Operation Cease Fire." I worked closely other city department heads from the Department of Health, Department of Youth Services and Juvenile Hall Center developing, planning, administering, overseeing the San Francisco Police Department city-wide violence prevention program (Violence Intervention Program/VIP), which I oversaw a budget of \$20 million dollars and manage a staff of 60 mid-levels managers and supervisors.
- I assisted in created and manage the first of its kind the Department Community-Policing Unit, which I managed a staff of approximately 100 (including district captains, lieutenants, sergeants, and patrol officers). I was responsible for the daily operations, activities, planning, managing, directing, administering, and overseeing of the unit's personnel and resources. I was responsible for the district station community-policing teams' daily activities, coordinating, scheduling, and monitoring teams' overall performance. department resources, operations, and personnel activities. Work closely with department fiscal and legal units in developing and implementing comprehensive crime reduction

initiatives. Supervises and manages staff by providing clear and coherent direction. Developed and implemented Cultural Awareness, Cultural Competency and Racial Bias in policing training for staff, I was responsible for providing monthly updates to the Board of Supervisors, and Police Commission relating to San Francisco Police Department community-policing strategies and efforts. government agencies representatives and community-based organizations representatives. As the Director of the Department of Community-Policing Unit, I was for the effective and efficient execution of departmental functions, activities, operations, and budget oversight.

## **Professional Experience**

### **Night Supervising Captain:**

**02/2014-07/01/16**

#### **Field Operations Bureau**

**Night Captain is responsible for the managing and overseeing of the San Francisco Police Department resources, activities, operation between the hours of 1900 hrs to 0500 hrs. The Night captain is responsible for the planning, administering, directing, evaluating, and overseeing of activities of approximately 600 staff members (civilian personnel, patrol officers, sergeants and mid-level manager) The following are the responsibilities of the Night Captain:**

- Report directly to Commander or Deputy Chief of Operations and notify them of all critical incidents.
- Responsible for management of approximately 300 million dollars of department and city resources, equipment, and supplies.
- Responsible for the assessing of departmental operational and personnel needs through management of district station operations and activities.
- After evaluating daily reports, COMPSTAT data, crime trends, determine the best organizational structure to achieve organizational goals and objectives
- Developed, implemented, and administered departmental policies, protocols and procedures relating to department operations and activities.
- Directing, prioritizing and evaluating the development and implementation of organizational goals, objectives relating to personnel activities and operations.
- Serve as a resource for Mayor's Office, Board of Supervisors, and other city departments by providing sensitive and confidential update relating to critical incidents or criminal activities.
- Establishes, manages, and ensure appropriate department-wide staffing levels, manage, monitor and evaluate the efficiency and effectiveness of department service delivery methods and procedures; by working closely with district managers; allocates city-wide and departmental resources in accordance with department policies.
- Monitor and evaluate subordinate's workload, the distribution of labor, administrative support systems and inter and intra agencies personnel activities by reassigning personnel based on a needs assessment analysis.
- Identified opportunities for organizational improvement by conducting monthly cost analysis and budget evaluations.
- Responsible for the developing, planning, administering, monitoring, directing, overseeing and evaluating organizational managerial plans, district enforcement strategies and personnel activities.
- Evaluate and examine organizational cost analysis budgetary reports
- Responsible for selecting, motivating, managing and evaluating personnel and resolving internal personnel issues and complaints

- Responsible for representing the SFPD to all departments and outside agencies; coordinated city activities with community-based organizations and other governmental agencies
- Work closely with union representative in resolving staff conflicts and handle sensitive issues.
- Perform all duties as required or prescribed by Board of Supervisors, Police Comm
- Respond to media inquiries, provides police updates to Board of Supervisors, Police Commission members regarding community concerns.
- Responsible for analyzing, evaluating and overseeing the departmental budget fiscal process
- Manage sensitive and highly confidential personnel, investigations, information & personnel records.

**Platoon Commander:  
09/2013-02/2014**

**This is a mid-level manager position that is responsible the management of district personnel, the overseeing of district resources, and is responsible for the daily activities and operations of the district stations and district wide territory. The Platoon Commander, work closely with the District Captain in developing and submitting the district station fiscal budget. The Platoon Commander is responsible for the planning, administering, directing, overseeing, and evaluating the activities of district station personnel and station operations in the entire district. The following is a list of district station Platoon Commander's responsibilities:**

- Responsible for the planning, administrating, managing, overseeing, directing of personnel and evaluating the activities and efficient operations of the district station personnel and unit operations.
- Responsible for approximately 100 staff members, and required to submit weekly cost analysis, "end of watch" budget reports.
- Provide staff assistance to Board of Supervisors, Department heads, Schools principles, community-based organizations regarding district enforcement plans, traffic operations and special operations strategies.
- Responsible for patrol, traffic, investigative and special operations functions of district station
- Ensure the performance and discipline of unit personnel
- Inspect unit personnel for uniform compliance
- Ensure strict compliance to department policy
- Ensure unit personnel records are kept and maintain
- Examine daily reports, correct discrepancies and certify completeness
- Ensure and provide adequate for police services
- Conduct Roll call training
- Conduct unit personnel investigation
- Ensure subordinates execute their duties in accordance with policies, protocols, and procedures
- Ensure criminal charges are appropriately placed
- Act as managerial liaison between unit personnel and command staff
- Direct, develop, and implement performance improvement plans

**Platoon Commander:  
11/2012-09/2013  
Park District Station**

**Platoon Commander:**  
**12/2011-11/2012**  
**Richmond District Station**

**Platoon Commander:**  
**02/2010-02/2011**  
**Northern District Station**

**Director of Community Policing:**  
**01/2004-02/2010**  
**Operations Bureau/Office of Chief of Police**

**After conducting extensive nation-wide community-policing “best practices” research, I, alone with the assistance of the first African American Community-Police Advisory Board, I created the first of its kind Department of Community-Policing and Community Engagement Unit. This unit had an operating budget of approximately 30 million dollars and approximately 30 police officers and civilian personnel. I was the first appointed Director of this unit, where I oversaw the budget process, was responsible for the procurement of resources, planning, administering, directing, monitoring and evaluating of the entire San Francisco Police Department Community-Policing strategies, policies, and procedures. The following are the responsibilities:**

- Responsible for the managing, planning, administering, directing, overseeing, evaluating of department and city-wide daily activities and efficient operation of the community policing unit personnel and resources
- Responsible for the managing, planning, administering, evaluating, organizing and directing the assigned community lieutenants, sergeants and officers
- Oversees the development and administration of the department and Community Policing Unit budget, approves and forecast of funds, needs for staffing, equipment, and supplies, approves expenditures and implemented budgetary cost analysis, approves budget fiscal reports, determine the appropriate operational funds, advised Board of Supervisors of financial condition of Unit, existing community policing programs progress, and determine Unit present and future budgetary needs
- Conduct Community Policing “Best Practices”
- Manage department community policing strategic plan
- Research, develop, plan, evaluate, manage, direct and implement community policing violence reduction initiatives
- Manage community policing grants and outside funding sources
- Manage, develop, administer, evaluating and implemented programs funding and budget reports to Board of Supervisors and Command Staff
- Liaison between Mayor’s Office, Mayor’s Office of Criminal Justice and other city agencies, community-based organizations and private companies
- Manage Community Critical Response Teams
- Conduct comprehensive research relating to community policing best practices
- Review and monitor crime trends, COMPSTAT data
- Manage community-based organization representatives
- Develop and implement cultural awareness/competency training/facilitations
- Develop and implement implicit bias training/facilitations

- Develop and implement equity and equality Training curriculum
- Work with other City government agencies Directors
- Work with Mayor’s Chief of Staff to develop community policing programs and budgets
- Develop comprehensive Restorative of Justice programs with focus on social justice
- Work closely with community-based organizations, government agencies in developing Restorative Justice/community policies
- Assist and develop community policing and problem-solving techniques
- Encouraged and developed community partnerships, police accountability and service orientation
- Develop and implement crime control, crime prevention and reduction plans
- Ensure the performance and discipline of unit personnel
- Inspect and review district stations community-policing city-wide plans
- Managed and supervised community policing lieutenants
- Work directly with Chief of Police, city department heads, Board of Supervisors, Mayor’s Office in developing city-wide community-policing and violence reduction initiatives
- Ensure strict compliance to department community-policing policies, procedures and protocols

**Special Projects:**

- Conducted Policing Best-practice Research
- Created Department Community Policing and Community Engagement Unit/Director
- Created Department first Community first African American Police Advisory Board/Created first Memorandum of Understanding between SFPD, Police Commission & Board
- Oversaw and Manage the Department Public Housing Unit, 25-million-dollar budget and Memorandum of Understanding with SFPD and Housing Urban Developing Agency/Program Manager
- Work as special assistant to Mayor’s Office, Board of Supervisors, Public Safety Committee and adjutant for police chiefs
- Work with Fiscal Department in the allocation of departmental funds for police violence reduction and youth programs/Program Manager for TURF
- Created “First Responders” Non-Emergency Team (Community Liaison Outreach Unification Team/CLOUT)/Program Manage
- Worked with City Council Member on Measure W
- Worked with City of Antioch Mayor is developing Police Reform Policy

**Education:**

<u>Date</u>	<u>School</u>	<u>Degree</u>
05/1999	University of San Francisco	Master of Public Admin.
08/1996	University of San Francisco	Bachelor of Public Admin.
05/1993	City College of San Francisco	Associate of Science
02/2012	California POST	POST Management Certificate

**References:**

[Redacted references]