



CITY OF ATLANTA

55 TRINITY AVENUE, S.W.
ATLANTA, GEORGIA 30335-0300
TEL (404) 330-6100

SHIRLEY FRANKLIN
MAYOR

02-C-1044

June 3, 2002

Ms. Cathy Woolard, Council President
Atlanta City Council
55 Trinity Avenue, SW, Suite 2900
Atlanta, Georgia 30303

Re: Nomination of Richard J. Pennington to Chief of Police

Dear Council President Woolard and Members of Council:

Pursuant to Section 3-305 (a) of the City Charter, it is with great pleasure that I present to you for confirmation, Richard J. Pennington as my choice for appointment to the position of Chief of Police.

As you are aware, it was my goal to seek out and to find the best available person for this position through a nationwide search. Once identified, all of the candidates were interviewed and their backgrounds fully scrutinized. Richard Pennington's experience, background, integrity and vision ultimately convinced me that he is indeed the person best suited and qualified to fill this very essential role in my administration. I am confident that you will concur in my assessment as you go through the confirmation process.

Concurrently, with confirmation, I am requesting Council approval of the personnel paper authorizing the salary negotiated with Mr. Pennington along with an employment agreement memorializing the terms of his service as Police Chief.

Sincerely,



Shirley Franklin

CONFIRMED BY

JUN 17 2002

COUNCIL

**RICHARD J. PENNINGTON
1508 DEBATTISTA PLACE
NEW ORLEANS, LOUISIANA 70131
504 362-9140**

EXPERIENCE

Thirty years of law enforcement service, with the Metropolitan Police Department, Washington, D.C. and the New Orleans Police Department, New Orleans, Louisiana.

CHIEF OF POLICE, New Orleans, Louisiana, October 1994 - Present

The Chief of Police is responsible for providing quality police services, directing the operations of the department, managing calls for service, implementation of community policing programs and developing crime fighting strategies. In January 1995, The department was reorganized to address the corruption problem by creating the Public Integrity Division. Since the Public Integrity Division began its operation, about 350 police officers have been suspended, arrested and/or terminated from the force. In addition, An Early Warning System was created to identify police misconduct and excessive force. In June 1997, the department was completely restructured by decentralizing all enforcement and investigative functions. District Commanders were held accountable for reducing crime in their areas utilizing the Computer Statistics (ComStat Model), a computer statistics program that allows police officers to focus their attention on prevention while improving their response to crimes. As a result of the new measure, the murder rate dropped by 60 percent since 1994. The implementation of Community Policing has reduced the violent crime in Public Housing by 82 percent since 1995, and has become a model for the nation. The department has decreased overall violent crimes by 50 percent since 1994. In 2001, the department received national accreditation by the Commission on Law Enforcement Accreditation Agencies. The department is also responsible for event planning, crowd and traffic control, at major events such as superbowl, sugar bowl, mardi gras, major conventions, jazz festivals, etc. The department is authorized seventeen hundred sworn and three hundred civilian positions. The department's annual operating budget is \$120,000,000.

TEACHING EXPERIENCE: Part Time Professor, August 1997 to Present. Southern University of New Orleans, Criminal Justice Department, Graduate School. Currently teaching Advance Police Administration, Human Resource Management. **August 1991 to August 1994.** University of the District of Columbia, Criminal Justice Department. Adjunct Professor, Introduction to Police Administration, Criminal Investigations, Community Policing, Finance & Budgeting.

ASSISTANT CHIEF, Patrol Operations Officer, Metropolitan Police Department, Washington, D.C. April 1993 - October 1994.

The Patrol Services Officer is responsible for managing the daily operations of the department and providing direction, coordination and control of resources which included Seven Patrol Districts, Special Operations Division, Youth Division, and the Reserve Division. The department was authorized three thousand eight hundred and eighty officers and five hundred civilians, in which approximately three thousand five hundred officers were assigned to the Patrol Services Bureau.

DEPUTY CHIEF, Seventh District Commander, Metropolitan Police Department, 1991-1993

Managed the overall operation of the Seventh Police District, located in the far Southeast section of the city. The district comprises approximately five hundred and sixty sworn police officers. Responsible for answering calls for service in a very diverse community which includes ten large public housing complexes, business community, St. Elizabeth Mental Hospital, numerous public schools and various income levels. Implemented community policing and Bicycle Patrol. Reduced the murder rate by Thirty percent (30) in 1993 which was the largest decrease of any police district.

DEPUTY CHIEF, Youth Division Commander, Metropolitan Police Department, 1988-1991

Managed investigations of juvenile crimes, child abuse, absconders, truants, sexual exploitation and critical missing persons. Responsible for developing and implementing citywide delinquency, crime prevention, and early intervention and diversion programs.

INSPECTOR, Community Relations, Metropolitan Police Department, 1984-1988

Responsible for the planning, development and design of programs to improve the department's relationship with the community. Coordinated the department's various public relations activities. Served as conciliator, mediator, public information officer, and developed special emphasis programs in the Chinese, Korean, Hispanic, Gay and Lesbian Communities.

CAPTAIN, Homicide Branch, Metropolitan Police Department, 1983-1984

Managed the investigation of all Homicides and serious assaults. Acted as liaison between the police department and D.C. Medical Examiner's Office, and developed investigative management policies.

CAPTAIN, Internal Affairs Division, Metropolitan Police Department, 1982-1983

Investigated all allegations of criminal activities and serious infractions involving sworn and civilian employees; investigated all complaints referred to the Division for misconduct by other District Government Employees.

CAPTAIN, Fourth Patrol District, Metropolitan Police Department, 1981-1982

Assumed the duties and responsibilities of the Deputy Chief in his absence; appeared at major crime scenes as Field Commander; attended regular community and civic meetings to address public safety issues; monitored crime patterns in the Fourth District Community, assigned and deployed police personnel as needed.

BUDGET DIRECTOR, Finance and Management, Metropolitan Police Dept, 1979-1981

Managed the police department's operating budget of \$160 million (3880 officers, 500 civilians); administered the department's financial programs; monitored program cost success

and grant funds; projected manpower levels for future years; managed all department procurement; and negotiated contracts for services.

LIEUTENANT, Recruiting Branch, Metropolitan Police Department, 1978-1979.

PATROL SERGEANT, First District, Metropolitan Police Department, 1973-1978

PATROL OFFICER, Fifth District, Metropolitan Police Department, 1968-1973.

PROFESSIONAL ACTIVITIES

Mardi Gras Planning Advisory Board
Superbowl Thirty, New Orleans Security Advisory Chairman
Drug Enforcement Admin. HIDTA Advisory Board Member
Deacon Jones Foundation Advisory Board Member
Louisiana Boy Scouts of America Advisory Board Member
Louisiana Governors Drug Advisory Board Member
Metropolitan Safety Council, Advisory Board Member
District of Columbia Human Rights Commission "Black-Asian Task Force"
Mayor's Advisory Committee on Child Abuse and Neglect
District of Columbia Juvenile Justice Advisory Group
Metropolitan Police Boys and Girls Club Board of Directors
National Conference of Christians and Jews "Program Policy Committee"
New Orleans Traffic Safety Committee Board Member
New Orleans Chamber of Commerce Board Member

Panelist

Metropolitan Crime Commission, "State of the Police Dept. Address"
Florida Criminal Justice Executive Institute, "Ethics & Integrity"
Bureau of Justice Assistance, "Community Policing and Beyond"
Youth Focused Community Policing, Dallas, Texas
Southwestern Law Enforcement Institute, Ethics Conference
Xavier University, "Community Policing in Urban America"
Young Leadership Council, "Reforming a Police Department"
Dallas Police Department, "Corruption in the Organization"
Kansas Law Enforcement State Management Conference
Florida Attorney General's Integrity & Ethics Conference
NOBLE Conference, "How to prepare to be a Law Enforcement Executive"
St. Louis, Mo, Department of Justice, "How to address Police Corruption"
Police Promotional Process - Baltimore, Md., San Francisco, Ca, Philadelphia, Pa,
Dallas, TX, and Montgomery, Md.
Department of Justice, "Improving Police Community Relations" Wash, DC
NOBLE Conference "Improving Black Asian Relations," Miami, Florida

National Organization of Victim Assistance Conference, "Violence Toward Asian American," and "Crime Victimization of Racial Minorities", Washington, D.C.
 National Association of Blacks in Criminal Justice Conference, "An Examination of the Growing Tensions between Blacks and Asian Americans," Washington, D.C.
 Children's Defense Fund "Youth Issues and Solutions"
 National Gay Task Force Panel "Police Community Relations" John Hopkins University
 Police Executive Research Forum "Moderator, Community Policing
 Urban Management Association, "Managing in an Era of Right sizing"
 National Association of Black Prosecutors, "Police Corruption"
 National Organization of Black Police Officers "Police Reorganization"
 National Executive Institute, Budapest, Hungary "Police Corruption"
 Bureau of Justice Assistance Homicide Investigations Improvement Program
 Southern Police Institute Annual Conference, "Guest Speaker", Grenna, La.
 National Organization of Black Women in Law Enforcement, Guest Speaker
 Delivered the Commencement Address, Southern University (1998)
 NOBLE Training Conference, Houston, TX. "Luncheon Speaker" 1999
 International Association of Chiefs of Police, "Panelist" Agenda for 2000
 Vice President Al Gore, A Global Forum on Fighting Corruption, Panelist, Feb 1999
 Georgetown University, International Executive Program, Corruption Panelist, Sep 2000

AWARDS & ACHIEVEMENTS

New Orleans, Louisiana Awards & Achievements:

Alpha Phi Alpha Community Service Award (1994)
 Louisiana Sports Association Service Award (1995)
 Featured in Jet Magazine, Homicide Decrease (1995)
 U.S. Department of Justice Public Service Award (1995)
 Upper French Quarter Citizens for Residential Quality Award (1995)
 Big Easy Kiwanis Law Man of the Year (1995)
 Featured in Management Review Magazine (1995)
 Liberty Bell Award, Law Day (1996)
 Victims & Citizens Against Crime, Chief of the Year Award (1996)
 Crime Stoppers Community Service Award (1996)
 New Orleans Magazine, New Orleanian of the Year (1996)
 Anti-Defamation League, A.I. Botnick Torch of Liberty Award (1996)
 Tulane Law School, Black Law Students Association Award (1996)
 Loyola University, Reverend Jacques E. Yenni Award (1997)
 Veterans Day Award, New Orleans Veterans Council (1997)
 Delivered the Commencement Address, Univ. Of New Orleans (1997)
 Ochsners Hospital Community Service Award (1997)
 Louisiana Civil Service League, Monte Lemann Award (1997)
 New Orleans Tribune, Man of the Year (1997)
 Bourbon Street Merchants Association, Sugar Bowl Award (1997)
 Zulu Social Club Community Service Award (1997)

Positive Women Community Service Award (1997)
 New Orleans Police Department Outstanding Achievement Medal (1997)
 Mayor Marc Morial Community Service Award (1997)
 New Orleans Press Club, Headliner of the Year Award (1997)
 NAACP Daniel Ellis Byrd Community Service Award, (1998)
 National Night Out Against Crime Award, (1998)
 Louis A. Martinet Legal Society Human Rights Award, (1998)
 New Orleans Urban League, Man of the year Award, (1998)
 Strathmore's Who's Who (1998 Edition)
 Great American Award, Mardi Gras Krewe of Bards of Bohemia (1998)
 Spirit of Greatness Award, Christian Faith Community Church (1998)
 Department of Justice, United States Attorney Special Commendation (1998)
 Young Leadership Council of New Orleans, Man of the Year (1998)
 Governing Magazine, Public Official of the Year (1998)
 United States Senate Award, Presented by Senator Mary Landrieu (1998)
 Crime Fighters Association, Law Enforcement Award of the year (1999)
 Outstanding Alumnus Award, University of the District of Columbia (1999)
 Major Cities Police Chief of the Year Award (1999)
 Metro Safety Council Certificate of Appreciation for the increased public safety
 enforcement of seatbelt laws (2000)
 Blue Knights Motorcycle Award (2000)
 The Institute for Social Justice, Exceptional Service in Law Enforcement (2000)
 Police Executive Research Forum, "Police Chief of the Year" 2001
 National Organization of Black Law Enforcement Executives "Lloyd Sealy Award" 2001
 National Crime Prevention Council "Take a Bite of Crime Award for New Orleans"
 designation as "One of America's Six Safer Cities (September 2001)

Electronic and Print Media Coverage

Featured in Management Review, New Orleans Top Cop (1995)
 New Orleans Tribune, "Pennington on Patrol", (1995)
 Jet Magazine, "Murder Rate Lowered", 1995
 Featured on A & E, Crime & Justice "Cops or Robbers" (1995)
 Featured in the New York Times, The Thinnest Blue Line, (1966)
 Featured in Newsweek Magazine, "Go get the Scumbags" (1997)
 Featured in Where New Orleans, "A Safer New Orleans", (1997)
 Gambit Weekly, "It's the Crime Rate Stupid", (1997)
 Featured in Times Picayune, "Top Cop" March (1997)
 Featured in USA Today, New Orleans Police Department (1997)
 Featured in Governing Magazine, New Crime Busters (1997)
 Featured on 60 minutes, Ed Bradley (1998)
 Johnny Cocoran Show, Law Enforcement Analyst (1998)
 Ebony Magazine, "Top Black Cops" 1998
 Christian Science Monitor, Big Easy: Case study in how to curb crime (1998)
 Featured in Governing Magazine, Public Official of the Year (1998)

Featured in American University Magazine, "The Hero of the City" 1999
Featured in USA Today, "New Orleans Police Dept" Sep 1, 2000
Featured in the New Democrat Blueprint, Fighting Crime in New Orleans, Fall 2000

Washington, DC Awards & Achievements:

Outstanding Alumni Award, American University
Outstanding Alumni Award, University of District of Columbia
Georgetown University Community Service Award
Chinese Benevolent Association Award
Korean-American Chamber of Commerce Award
Mayor's Citation for Outstanding Service
DC City Council Resolution for Outstanding Service
National Association for Equal Opportunity in Higher Education Award
Featured in Washington Post, March 1987 "Nice Guy Ambassador of P.D."
Seventh Police District Citizens Community Policing Award
Washington Area Bicyclist Association Award for creating Bicycle Patrols
Implemented Departments Bicycle Patrol & Sensitivity Training Program
Toured Tokyo, Japan with delegation of Major Cities Chief's of Police, sponsored by
Eisenhower Foundation to study Japanese Police System (1988)
Toured Seoul, Korea with Korean American Chamber of Commerce delegation to study
Korean Police System and Culture (1989)
Security Coordinator, World Cup Soccer, Wash, DC (1994)

EDUCATION

University of the District of Columbia, Washington, DC, Master of Arts, Counseling
(1988)
American University, Washington, DC, Bachelor of Science, Criminal Justice (1976)
George Washington University, Washington, DC, Certificate, Contemporary Executive
Development (1986)
University of New Orleans, PhD Candidate, Urban Studies (1998)
FBI National Academy, Quantico, Virginia (1979)
Harvard University, JFK School of Government, Senior Executives in Government,
Certificate (1997)
FBI National Executive Institute, Quantico, Virginia (1997) Certificate

MILITARY

United States Air Force, Honorable Discharge (1964-1968)
Served in Vietnam, received the Distinguished United States Air Force Commendation

PROFESSIONAL AFFILIATIONS

International Association of Chief's of Police
Federal Bureau of Investigations National Academy
National Association for Counseling and Development
National Organization of Black Law Enforcement Executives
National Association of Police Community Relations
Louisiana Association of Chief's of Police
Major Cities Chief's of Police Association
FBI National Executive Institute Association
American Society for Industrial Security
Kappa Alpha Psi Fraternity
Police Executive Research Forum

REFERENCES

Available upon request



BIO on RICHARD PENNINGTON

Mayor Marc H. Morial appointed Richard J. Pennington Superintendent of the New Orleans Police Department on October 13, 1994.

He has been an active member in law enforcement for more than thirty years, starting his career with the Washington, D.C. Metropolitan Police Department in 1968. He served a variety of assignments in the department and retired as Chief of Operations.

As Superintendent of the New Orleans Police Department, while focusing on protecting and serving the citizens, one of his most challenging efforts was to reduce overall crime. After assessing the department, in January of 1995, he issued the Pennington Plan containing ten major elements regarding reform. His plan included the creation of the Public Integrity Division to root out internal corruption and established an early warning system to identify and monitor the behavior and conduct of police officers. New hiring standards were established for police recruits; the off-duty detail policy was revamped, and Alcoholic Beverage Outlet details were abolished. He implemented Community Policing in high crime public housing developments, creating a very effective partnership between police and the residents. A priority for the future is to have Neighborhood Policing throughout the city. In October, 1996 Pennington completely restructured the department by decentralizing all enforcement and investigative functions. He held Commanders accountable and implemented the Computer Statistics (COMSTAT) program. As a result of the new program, murder dropped by twenty-five percent and violent crime decreased by fifteen percent in 1997. The department developed an aggressive recruiting strategy to hire four hundred new recruits and revamped the department training programs. Chief Pennington was successful in spearheading a campaign to obtain the largest pay increase in the history of the department (12% to 62%). He has introduced the department to new technology by installing Mobile Data Terminals in patrol cars and a new Integrated Ballistic Identification System (IBIS).

Chief Pennington served in the United States Air Force in Vietnam and honorably discharged to the Pentagon in Washington, D.C. He graduated with a Bachelors Degree in Criminal Justice from American University. He received a Masters Degree from the University of the District of Columbia. He is also a graduate of the F.B.I. National Academy in Quantico, Virginia and George Washington University's Executive Development Program, the F.B.I. National Executive Institute, and the Senior Executives Program at Harvard University's John F. Kennedy School of Government.

He is a member of the International Association of Chiefs of Police, the Louisiana Association of Chiefs of Police, Major Cities Chiefs of Police Association, National Association of Police Community Relations and the National Organization of Black Law Enforcement Executives. He has received numerous awards from citizens groups, federal agencies, civic organizations, religious and business community which include the Department of Justice Public Service Award (1995), Anti-Defamation League, A.I. Botnick Torch of Liberty Award (1996), New Orleans Magazine, New Orleanian of the Year (1996), Mayors Community Service Award (1997), New Orleans Press Club, Headliner of the Year Award, New Orleans Tribute Magazine, Man of the Year (1997), Mardi Gras Krewe Bards of Bohemia, Great American Award (1997) Loyola University, Rev. Jacques E. Ycni Award (1997), Louisiana Civil Service League, Monte Lemann Award (1997), United States Attorney Public Service Award (1998).

On November 26, 2001 Superintendent Richard Pennington requested and was granted an unpaid leave of absence by Mayor Marc H. Morial. Pennington announced his candidacy to replace Mayor Morial, whose second term in office ends in May, 2002. The primary election is on February 2, 2002.

RCS# 3815
6/17/02
4:05 PM

Atlanta City Council

Regular Session

02-C-1044

Appt. Mr. Richard J. Pennington to serve
as Police Chief; not to exceed 44 months
CONFIRM

YEAS: 14
NAYS: 0
ABSTENTIONS: 0
NOT VOTING: 2
EXCUSED: 0
ABSENT 0

Y Smith	Y Archibong	Y Moore	Y Mitchell
Y Starnes	Y Fauver	Y Martin	NV Norwood
Y Young	Y Shook	Y Maddox	Y Willis
Y Winslow	Y Muller	Y Boazman	NV Woolard

02-C-1044

02-C-1044

(Do Not Write Above This Line)

A Communication by Mayor Shirley Franklin:

Submitting her nomination of Richard J. Pennington as Chief of Police for the City of Atlanta.

CONFIRMED BY

JUN 17 2002

COUNCIL

- CONSENT REFER
- REGULAR REPORT REFER
- ADVERTISE & REFER
- 1st ADOPT 2nd READ & REFER
- PERSONAL PAPER REFER

Date Referred

Referred To: Public Safety + CC

Date Referred

Referred To:

Date Referred

Referred To:

First Reading

Committee _____
 Date _____
 Chair _____
 Referred To _____

Committee PLA
 Date 6/11/02
 Chair [Signature]
 Action _____
 Fav, Adv, Hold (see rev. side) _____
 Other _____
 Members [Signature]
[Signature]
[Signature]
[Signature]
 Refer To _____

Committee OC
 Date 6/17/02
 Chair [Signature]
 Action _____
 Fav, Adv, Hold (see rev. side) _____
 Other _____
 Members [Signature]
[Signature]
 Refer To _____

FINAL COUNCIL ACTION
 2nd 1st & 2nd 3rd
 Readings
 Consent V Vote RC Vote

CERTIFIED

CERTIFIED
JUN 17 2002
 MAYOR'S CITY COUNCIL PRESIDENT
[Signature]

CERTIFIED
JUN 17 2002
[Signature]
 MUNICIPAL CLERK

MAYOR'S ACTION