

## Christopher J. Magnus

### Education

**Senior Executives in State and Local Government Program**, JFK School of Government, Harvard University, Cambridge, MA (June 2002)

**Master's Degree--Labor Relations**, Michigan State University, East Lansing, MI (1990)

- Concentrated on public-sector collective bargaining, labor law, grievance handling and arbitration, EEO, and employee participation programs

**Bachelor's Degree—Criminal Justice**, Michigan State University, East Lansing, MI (1986)

**Associate's Degree—Business/EMS**, Lansing Community College, Lansing, MI (1982)

- Paramedic (AEMT) certification and licensure

### Employment

**Chief of Police, Richmond Police Department**, Richmond, CA (pop. 115,000), 2006 to present

- *320 personnel; \$75m budget*
- Significant accomplishments and projects:
  - Implemented a geographic based community-policing model for providing patrol, neighborhood problem-solving, and other services;
  - Established COMPSTAT model for tracking, analyzing, and reducing crime;
    - **Homicides down from 49 in 2007 to 11 in 2014**
  - Implemented a series of programs, activities, and community outreach efforts that have helped steadily and significantly decreased Part I crime in Richmond over the past ten years, including CCTV, ShotSpotter, and Crime Free Housing;
  - Implemented an innovative and progressive model for use of force instruction;
  - Partnered with multiple community groups to implement a *Ceasefire* gang-reduction program;
  - Assured all personnel are trained in "Unconscious Bias" and procedural justice;
  - Worked with community partners, including Contra Costa County Probation and the RYSE Youth Center to develop a juvenile diversion program;
  - Worked with Community Violence Solutions, STAND!, Bay Area Legal Aid, Zero Tolerance, and the Contra Costa Co. District Attorney's Office to establish a Family Justice Center to better serve victims of domestic violence and sexual assault through a "one-stop" services center;
  - Established a "Daytime Curfew" ordinance and program for Richmond to reduce the number of young people out on the streets during school hours
    - *Recidivism under 10% since 2012*
  - Retention rate for RPD officers is over 97%\* (\*excludes service/disability retirements);
  - Established Critical Incident Stress Debriefing/Peer Support program for employees;

- Implemented a "Ranger Program" of entry-level workers to serve as ambassadors on the Richmond Greenway, Bay Trail, and in area parks;
- Obtained federal grants for over 15 new officers; domestic homicide violence reduction initiative; as well as multiple state grants for projects/activities that include gang reduction efforts, DUI enforcement, marine (boat) patrol, and more;
- Serves as "Acting City Manager" when the City Manager is out of town or unavailable.

**Chief of Police, Fargo Police Department, Fargo, ND (pop. 97,000, metro: 175,000), 1999 to 2005**

- 150 personnel; \$11m budget
- Significant accomplishments and projects:
  - Developed the first-in-the-nation two-state regional public safety dispatch center serving Fargo, Moorhead (Minnesota), Cass Co. (ND), and Clay Co. (MN);
  - Implemented a regional Police Training Academy through a collaborative effort between Fargo P.D. and Lakes Region State University;
  - Helped establish and served on the Board of Directors for the Red River Children's Advocacy Center--a non-profit collaborative providing a team approach to investigating, treating, and facilitating the prosecution of child abuse in a child-friendly environment;
  - Collaborated with the Fargo-Cass Health Department and other community groups to implement a comprehensive program of alcohol compliance checks, server-training, and other prevention programs to decrease underage drinking;
  - Named "2005 Law Enforcement Officer of the Year" by Mothers Against Drunk Driving (national award).
  - Implemented a community-based drug education symposium, "A Community Toolbox to Fight Meth" that attracted over 4,000 resident participants;
  - Initiated a School Resource Officer (SRO) program which assigns an officer to each public school in Fargo; the department also maintains DARE & Explorer programs;
  - Created the department's Peer Assistance Counseling Team ("PACT") for employee critical incident stress debriefing and peer counseling;
  - Started the department's "Tele Award"-winning public affairs TV show, "Behind the Badge", which is aired quarterly on a local network and cable-access channel;
  - Developed a community sex-offender classification and notification process; implemented a process for officers to do regular checks on sex offenders;
  - Established a "Downtown Beat Officer" unit which heavily utilizes foot patrol and works with area social service providers to take a "case management" approach to interacting with transients, chronic alcoholics, and the mentally ill;
  - Assisted the Mayor in establishing the City's Human Relations Commission;
  - Initiated diversity and hate crimes training for all personnel and mandated departmental hate crimes data collection

**Captain (+ other ranks), Lansing Police Department, Lansing, MI (pop. 130,000), 1985 to 1999**

- 370 personnel
- Significant accomplishments and projects:
  - Coordinated the department's Field Training Officer (FTO) Program;
  - Established "COPPER"—Coordinated Problem Property Response Team—which was very successful in dealing with neighborhood problems, drug houses, and other problem properties utilizing community oriented policing techniques;
  - Created a Police Cadet Program to recruit a diverse group of 17-21 year-olds;
  - Oversaw \$700,000 jail construction/renovation project; managed the jail for 2 years;

- Implemented quarterly Citizen Satisfaction surveys;
- Produced the department's TV show, "Join the Team";
- Developed an Employee Handbook which included procedures/training materials

### **Other Employment**

- Expert on best policing practices for the U.S. Department of Justice Civil Rights Division 2014-present
  - Ferguson, MO Pattern and Practice investigation
  - Seattle, WA Consent Decree monitor
  - Baltimore, MD Pattern and Practice investigation
- Part-time Faculty, North Dakota State University, Fargo, ND, 2000
  - Taught a Police Administration class within the Sociology Department
- Part-time Faculty, Lansing Community College, Lansing, MI, 1994-99 and 1983-86
  - Police Academy instructor; EMS Programs instructor-coordinator
- Deputy Sheriff, Livingston County Sheriff's Department, Howell, MI, 1983-85
- Paramedic, Hayes Green Beach Hospital/Charlotte-Area EMS, Charlotte, MI, 1981-89
- Dispatcher, Ingham Co. Central Dispatch—Lansing Police Department, Lansing, MI, 1979-81

### **Offices Held, Appointments, Professional and Civic Affiliations**

- Board Member, Police Executive Research Forum (PERF), 2015 to present
- Member, Contra Costa County Police Chiefs Association, 2006 to present
- Member (and past President), West Contra County Police Chiefs' Assoc., 2006 to present
- Board President/Board Member, Child Advocacy Centers of California, 2009 to present
- Board Member, West Contra Costa County Family Justice Center, Richmond, CA, 2009 to 2014
- Executive Board Member, Contra Costa County Community Corrections Partnership, 2012 to 2014
- Board Member, Contra Costa County "Zero Tolerance" for Domestic Violence Core Project Team, 2006 to present
- Board Member, Richmond Police Activities League, Richmond, CA, 2006 to present
- Sponsor, Richmond Little League (Girls Softball Team), Richmond, CA, 2012 to present
- Board President, Red River Regional Dispatch Center, Fargo, ND, 2001 to 2005
- Member, City of Fargo Liquor Control Commission, Fargo, ND, 1999 to 2005
- Board of Directors, Red River Children's Advocacy Center, Fargo, ND, 2004 to 2005
- Board of Directors, Big Brothers/Big Sisters, Fargo, ND, 2001 to 2005
- Board of Directors, Cultural Diversity Resources of Fargo-Moorhead, 2005
- Member, United Way of Cass-Clay Community Building Comm., Fargo, ND, 2001
- Member, International Association of Chiefs of Police (IACP), 1999 to present
- Appointed to IACP's National Traffic Safety Advisory Committee, 2005
- Board of Directors, Lansing Police Athletic League, Inc., Lansing, MI 1992-95
- Executive Board Member, Michigan Law Enforcement Torch Run to Benefit Special Olympics, Mt. Pleasant, MI, 1995-98
- President, Lansing Fraternal Order of Police, Lodge 141, Lansing, MI, 1990-92