

Carl D. Charles

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CURRICULUM VITAE

PROFESSIONAL EXPERIENCE

Carl D. Charles Consulting

June 2021 - Present

Consultant / Expert Witness / Instructor / Executive Recruiter

- *Police Practices and Procedures, Supervision & Training consultant and expert witness*
- *Develop and maintain professional client relationships for talent acquisition pool; conduct in-depth candidate interviews to evaluate qualifications, culture fit, and leadership potential; implement a structured interview and assessment process, leading to candidate placement*

Signal Hill Police Department

November 2021 – February 2023

The Signal Hill Police Department is comprised of approximately 55 personnel, including 35 sworn officers and 20 non-sworn positions with an operating budget of \$12 million. The Department provides law enforcement services to approximately 12,000 residents that live within 2.2 square miles, as well as the thousands that visit for work or recreation each day.

Interim Chief of Police, November 2021 – February 2023

- *Planned, directed, and managed all activities of police department personnel.*
- *Coordinated and provided responsible staff assistance to the city manager and city council.*
- *Supervised the preparation of the \$12 million department budget.*
- *Determined and developed department policy, protocol, and procedures.*
- *Ensured compliance with department rules and regulations, including meting out discipline when appropriate.*

Downey Police Department

October 1990 – December 2018

The Downey Police Department is comprised of approximately 200 personnel, including 130 sworn officers and 70 non-sworn positions with an operating budget of \$35 million. The Department provides law enforcement services to 115,000 residents that live within 12.2 square miles, as well as the thousands that visit for work or recreation each day.

Chief of Police, December 2012 – December 2018

- *Planned, coordinated, managed, and evaluated police department operations.*
- *Exercised management and supervision over staff directly or through subordinate supervisors by meting out discipline, training of personnel, as well as promotional and rank placement.*
- *Responsible for composing and administering \$35 million annual department budget.*
- *Established positive relationships with elected and appointed city and community leaders, other law enforcement agencies, business representatives, and public.*
- *Equipped all field personnel with body-worn cameras.*
- *Installed license-plate readers citywide.*
- *Formed homeless outreach team.*
- *Developed citizen volunteer program.*
- *Created quarterly “coffee with a cop” citizen outreach events.*
- *Initiated partnership with Los Angeles County that allowed mental health professionals to partner with officers in the field.*
- *Instituted citywide active shooter training.*

Captain (Field Ops, Investigations, Administration), December 2009 – December 2012

Lieutenant (Field Ops, Prof. Standards, Investigations), October 2002 – December 2009

Sergeant (Field Ops, Special Ops, Traffic, Narcotics, Gangs), January 1995 – October 2002

Detective (Narcotics), February 1993 – January 1995

Police Officer (Field Ops), October 1990 – February 1993

PROFESSIONAL ACTIVITIES

Police Officer Standards & Training (POST) Instructor – Center for Criminal Justice, California State University Long Beach

EDUCATION

*University of Southern California
Master of Public Administration*

*California State University Northridge
Bachelor of Arts – Sociology
Option: Criminology and Corrections*

*Sherman Block Supervisory Leadership Institute
Graduate (POST)*

*Los Angeles County Sheriff's Academy
Graduate (POST)*

PROFESSIONAL LICENSES AND CERTIFICATIONS

*California State Commission on Peace Officer Standards and Training (POST),
Management Certificate – 2005*
*California State Commission on Peace Officer Standards and Training (POST),
Supervisory Certificate – 1997*
*California State Commission on Peace Officer Standards and Training (POST),
Advanced Certificate – 1997*
*California State Commission on Peace Officer Standards and Training (POST),
Intermediate Certificate – 1996*
*California State Commission on Peace Officer Standards and Training (POST),
Basic Certificate – 1992*
*California Bureau of Security and Investigative Services (BSIS), Private Investigator,
License Number 188666*

LAW ENFORCEMENT MANAGEMENT EXPERIENCE

Chief of Police (Interim), Signal Hill Police Department, 2021 - 2023
Chief of Police, Downey Police Department, 2012 – 2018
Commanding Officer, Administration/Investigations, Downey Police Department, 2011 – 2012
Commanding Officer, Field Operations/Patrol, Downey Police Department, 2009 – 2011
Detective Lieutenant (OIC), Investigations, Downey Police Department, 2005 – 2009
Professional Standards Lieutenant, Administration, Downey Police Department, 2004 – 2005
Watch Commander, Field Operations, Downey Police Department, 2002 – 2004

LAW ENFORCEMENT SUPERVISORY EXPERIENCE

Narcotics and Gangs Sergeant, Investigations, Downey Police Department, 2000 – 2002
Special Operations/Traffic Sergeant, Field Operations, Downey Police Department, 1998 – 2000
Patrol Sergeant, Field Operations, Downey Police Department, 1995 – 1998

AWARDS, RECOGNITION, & COMMENDATION CERTIFICATES

Executive Office of the President of the United States
United States Senate
California State Assembly
City of Downey City Council
City of Signal Hill City Council
Downey Unified School District
Downey Police Department

Downey Police & Fire Foundation
Downey Chamber of Commerce
California Police Chiefs Association
Los Angeles County Police Chiefs Association
Southeast Los Angeles County Police Chiefs Association
Los Angeles Interagency Metropolitan Police Apprehension Crime Task Force (L.A. IMPACT)
International Security Assistance Force (ISAF)

PROFESSIONAL MEMBERSHIPS/AFFILIATIONS

California Police Chiefs Association (CPCA)
2012-Present
Peace Officers Research Association of California (PORAC)
1990-Present
Los Angeles County Police Chiefs Association (LACPCA)
2012-2018, 2021-2023
Southeast Los Angeles County Police Chiefs Association
2012-2018, 2021-2023
Fraternal Order of Police (FOP)
1990-2018
California Narcotics Officers Association (CNOA)
1993-2002

LAW ENFORCEMENT TRAINING

Spring Conference/Executive Workshop (LACPCA) – POST – 16 hours - 2018
Background Investigation – Riverside County Sheriff Department – 36 hours - 2017
Supervisor Team Building Workshop – PMW Associates – 16 hours – 2017
Spring Conference/Executive Workshop (LACPCA) – POST – 15 hours – 2017
Preventing Workplace Harassment, Discrimination, & Retaliation – DPD – 2.5 hours - 2016
Team Building Workshop – D. Carey – 16 hours – 2015
Spring Conference/Executive Workshop (LACPCA) – POST - 14 hours - 2015
Spring Conference/Executive Workshop (LACPCA) – POST – 18 hours – 2014
Solving Police Personnel Issues – PMW Associates – 8 hours – 2013
Performance Rating Workshop – PMW Associates – 8 hours – 2013
Elder and Dependent Adult Abuse – DPD – 2 hours – 2012
Homegrown Islamic Terrorism – DPD – 2 hours – 2012
Radicalization Countermeasures – DPD – 2 hours – 2012
Hearsay Testimony – DPD – 2 hours – 2012
Domestic Terrorism – DPD – 2 hours – 2012
Autism Recognition and Response – DPD – 2 hours – 2012
Training Officer Skills – DPD – 2 hours – 2012
SWAT Update: Command and Control – DPD – 2 hours – 2012
Domestic Violence /Sexual Assault – DPD – 2 hours – 2012
Stalking – DPD – 2 hours – 2012
Homemade Explosives – DPD – 2 hours – 2012

Management Update – Cristando – 24 hours – 2010
Advanced Incident Command System Training (ICS 400) –FEMA – 16 hours – 2009
Basic Incident Command System Training (ICS 300) – FEMA – 16 hours - 2009
Advanced Police Management Seminar – PMW Associates – 24 hours – 2007
Proactive Leadership Strategy – DPD – 4 hours – 2007
Taser Recertification – DPD – 1 hour - 2007
Advanced Internal Affairs Investigation – POST – 24 hours – 2005
Basic Internal Affairs – POST – 24 hours – 2005
Weapons of Mass Destruction – POST – 16 hours - 2004
Mutual Aid Management – POST – 8 hours – 2004
Management Course (Module A) – CSU Long Beach –40 hours – 2003
Management Course (Module B) – CSU Long Beach – 32 hours – 2003
Management Course (Module C) – CSU Long Beach – 32 hours – 2003
Racial Profiling – Museum of Tolerance – 6 hours – 2003
Field Training Program Management – CSU Long Beach – 24 hours – 2003
Perishable Skills-Drivers Training/Tactics – POST – 8 hours – 2002
California Gangs & Drugs – CNOA – 8 hours – 2002
Tactical Entry Team Training – HBPD – 17 hours – 2001
Active Shooter Training – DPD – 8 hours - 2001
First Aid/CPR – DPD – 12 hours – 2001
Risk Management (Module 3) – DPD – 8 hours – 2001
Electronic Surveillance – DOJ – 8 hours - 2001
Cultural Diversity/Tools for Tolerance – Museum of Tolerance – 8 hours – 2001
Sherman Block Supervisory Leadership Institute (SLI) – POST – 184 hours -2001
California Narcotics Officers Association Training Conference – CNOA – 12 hours - 2000
Civil Asset Forfeiture – DOJ – 4 hours – 2000
OTS Grant Writing - OTS – 8 hours - 2000
Ethics in Law Enforcement – POST – 8 hours – 1999
Sexual Harassment – VTA – 8 hours – 1999
Community Policing Strategies – LASD – 16 hours – 1999
Minimizing Liability at Work – POST – 24 hours – 1999
Defensive Tactics – Rio Hondo – 8 hours – 1998
Traffic Program Management – CSU Long Beach – 40 hours – 1998
First Aid/CPR – DPD – 12 hours – 1997
Field Tactics & Force Options – Rio Hondo – 8 hours – 1997
Supervisor Response-Officer Involved Shootings – POST – 16 hours – 1997
Cultural Diversity/Tools for Tolerance – Museum of Tolerance – 6 hours – 1997
Internal Affairs-Discipline Process – POST – 8 hours – 1996
Internal Affairs Investigation – POST – 24 hours – 1996
Force Training – LASD – 8 hours – 1995
Supervisory Course – OCSD – 80 hours – 1994
Field Training Officer Course – LASD – 40 hours – 1994
Drug Influence-11550 H&S – DOJ – 32 hours – 1994
Narcotics Investigation – DOJ – 80 hours – 1993
Traffic Collision Investigation – LASD – 40 hours – 1992
Basic Police Academy – LASD – 704 hours - 1991

PROFESSIONAL EXPERIENCE

- Over thirty (30) years of law enforcement experience with the Downey Police Department (DPD) and Signal Hill Police Department*
- More than twenty-three (25) years of police supervisory and/or management level experience; eight (8) years as DPD and SHPD chief of police*
- Planned, coordinated, managed and evaluated police department operations*
- Exercised supervision over staff directly or through subordinate supervisors by meting out discipline, training of personnel, as well as promotional and rank placement*
- Established positive relationships with elected and appointed city and community leaders, other law enforcement agencies, business representatives, and the public*
- Responsible for composing and administering \$32 million annual department budget*
- Equipped all field personnel with body-worn cameras*
- Formed homeless outreach team*
- Developed citizen volunteer program*
- Initiated partnership with Los Angeles County that allowed mental health professionals to partner with officers in the field*
- As a law enforcement supervisor or manager, I investigated, oversaw, or adjudicated over 2000 officer-involved uses-of-force*
- Testified as a narcotics expert in Los Angeles County Superior Courts*
- Written, planned, served, and/or approved more than 100 search warrants*
- Developed, reviewed, and/or approved numerous department policies and procedures, including use-of-force and officer-involved-shootings*
- Conducted complex criminal and internal investigations involving department personnel*
- Analyzed crime trends and developed strategies to ensure optimal effectiveness in deployment of resources*
- Represented the city and department at countless community, government, and regional events*
- Developed and organized the department entry-team*
- Managed city code enforcement officers and consulted on licensing and zoning issues*
- Participated in the development of the department use-of-force review process*
- Created and instituted citywide active shooter training, involving schools and local businesses*