

Kevin F. Klahs

Village of Lindenhurst, Illinois

1987 ~ Present

Professional Summary: Chief of Police and Command staff position responsible for the oversight of day-to-day operations; including field supervision, investigation division, Information Technology (I.T.) system administration, scheduling, and administrative.

Administration and Fiscal Oversight

- Serve as police chief and report to Village Administrator, Mayor, and Village Board.
- Affable communications with the Village Administrator in areas of employee benefits, policy development, and process improvements and initiatives.
- In the process of developing a time study analysis of the Department's records management functions, to improve our ability to collect data and use statistics to guide organizational decision-making.
- Determine Department I.T. needs, and as I.T. Systems Administrator, direct consultant on work to be performed. Worked closely with Village administration to ensure a smooth installation of computer interconnectivity between the Police Department and the Village Hall for a more efficient sharing of information.
- Manage all long-range strategic planning, and supervise short-range planning in keeping with the changing visions of different Village administrations.
- Assist in the formation, presentation and execution of the annual budget through research, as well as the creation of an employee committee to recommend budget items. This team approach allows the influx of new ideas, as well as creative solutions for cost-saving measures.
- Working with the Village Administrator, formed a 3-year Department work plan that will guide organizational performance improvements. The plan was presented and approved by the Village Board. Projects are assigned to Commanders and Officers with participation from Village management.
- Developed a Department Restructuring Plan designed to improve in-field supervision by redirecting supervisory personnel on resource allocation, time management, and on-going coaching and mentoring.
- Completed a review of Dispatching service options, and successfully negotiated a 6-% reduction in Dispatch costs; which included a 24-hour remote Police Desk, allowing for the elimination of an in-house Police Clerk position.
- Implemented a Citizen Complaint Tracking System to ensure all citizen concerns are evaluated and necessary steps taken to improve employee performance.
- Converted Department Activity Log to electronic format, reducing paper processing and allowing for data collection and analysis.
- Obtained an inkless fingerprinting system networked directly to the Illinois State Police with grant monies, thus allowing immediate arrest reporting, as well as the ability to recognize offenders giving false identifications.
- Initiated and implemented first Department automated records systems, and coordinated with Computer Aided Dispatch (CAD) system to eliminate redundancy in data entry and reduce staff time.
- Developed a 5/10 year plan to maximize use of capital equipment, with plans for their eventual replacement before equipment becomes too costly to maintain.

Operations Management

- Make on-site assessment of major police incidents.
- Direct all activities and employees of the Police Department, while striving for innovative ways of improving performance and community relations within an economically-limited environment.

- Plan, coordinate, and control patrol and traffic functions with sensitivity to community goals, and absolute commitment to constitutional guidelines; and in keeping with Federal and State laws, as well as Village ordinances.
- Creative scheduling management to maximize available personnel, while minimizing overtime needed.
- As Supervisor of Lindenhurst's Criminal Investigations Division (C.I.D.), instituted a computer case management database for ease in tracking case status.
- Implemented assigned areas for patrol officers. This "beat" system reduces the response time for in-progress calls.
- Initiated the practice of daily shift briefings to maintain continuity and consistency between shifts.
- Applied progressive methodologies obtained from the FBI National Academy and Northwestern University's Staff and Command School for a more efficiently run department, as well as successful criminal investigations.

Employee and Team Development

- Promote conflict resolution between officers to enhance relationship building and strengthen interpersonal communications.
- Counsel subordinates, and give direction whenever necessary, while encouraging employees to perform beyond their own expectations.
- Initiated an O.I.C. (Officer-In-Charge) leadership program, which encourages select officers to enhance their leadership skills through training and mentoring.
- Assisted in the development of new personnel evaluation forms to more accurately reflect police performance, while setting high yet reachable goals.
- Created a strategic planning/organizational development committee; by utilizing their input and expertise for Departmental improvements and purchasing ideas, the employees gain a sense of ownership and being of value.
- Initiated and conducted a leadership training session for Village-wide operational managers.

Village of Twin Lakes, Wisconsin

2001 ~ Present

Professional Summary: Two-year promotion to Twin Lakes' Lieutenant of Police, second in command of the Department, on a part-time basis. I spearheaded performance enhancements through highly-effective open communications with the Village and Departmental stakeholders. This successful collaboration resulted in:

- A 4-year Strategic Plan for use as a blueprint to effect change in police and citizens' areas of concern.
- Performed expert Departmental restructuring to establish a fair, balanced, and unbiased work environment resulting in Village savings of \$25,000, as well as resolving union conflicts in the process.
- Expanded operational capabilities by adeptly securing \$52,000 in state and federal grant funding which enabled the purchase of digital in-squad cameras and computers, hand-held radars, and software to improve citation and report-writing efficiency.
- Assisted in Police union negotiations and labor relations, fostering a positive relationship between officers and management, and opening the lines of communication.

WORK HISTORY

July 1987 – Present

Village of Lindenhurst: Lindenhurst, IL (Population 15,234)

Dec 2010 – Present	Chief of Police
May 1995 – Dec 2010	Commander of Police
Jan 1990 – May 1995	Sergeant of Police
July 1987 – Jan 1990	Patrol Officer

April 2001 – Present	Village of Twin Lakes: Twin Lakes, WI (Population 5,200) Jan 2010 – Present Patrol Officer, Certified Jan 2008 – Jan 2010 Lieutenant of Police April 2001 – Jan 2008 Patrol Officer, Certified
Oct 1985 – March 1987	Orange County Sheriff's Office: Orlando, FL Correctional Officer (Inmate Population of 1,200)

ADVANCED EXECUTIVE MANAGEMENT TRAINING

Spring 2006

Federal Bureau of Investigation (FBI) National Academy (400 hrs.): Quantico, VA

This 10-week professional course of immersed experiential study is by invitation-only, through a nomination process; less than 1% of law enforcement officers have the opportunity to participate in this prestigious program. Leaders and managers of police and military organizations from the U.S., and over 150 international partner nations, participate in a wide range of leadership and specialized training, including: law, legal issues for command-level officers, behavioral science, investigative interviewing, forensic science, terrorism, communication, and health/fitness.

1991 – 1992

Northwestern University Traffic Institute School of Police Staff and Command (400 hrs.): Evanston, IL

The School of Police Staff and Command (SPSC) is an intensive ten-week program that prepares law enforcement managers for senior positions by uniquely combining academic principles with practical applications. Coursework included: management principles, police ethics, labor/management relations, organizational theory and behavior, community-oriented policing, planning and analysis, budget preparation and management, resource allocation, and human resource administration.

1985 – Present

Over 50 additional courses, including:

Ethical Decision-Making • Managing an Investigation Unit •
Identifying Emerging Leaders • Personnel Retention • Homicide
and Questionable Death Protocol • Media Relations • Internal
Affairs Investigations • Report Writing for Report Review
Officers • Negotiation Skills for Supervisors • Illinois Law for
Police

EDUCATION

2006

University of Virginia: Quantico, VA

Graduate-level coursework (9 hrs.):

"Managing Organizational Change"

"Violent Behavior: A Bio-Social Psych Approach"

"Interviewing Strategies through Statement Analysis"

2006

Columbia College: Lake County, IL

B.S. – Criminal Justice Administration

1985

Niagara County Community College: Sanborn, NY

Associates Degree – Applied Science in Criminal Justice

CERTIFICATIONS, MEMBERSHIPS & COMMUNITY ACTIVITIES

Certifications

Police Chief Certification – One of 99 candidates in the state to be awarded by The Illinois Association of Chiefs of Police, for successfully meeting the highest standards and competency in the following areas:

- Extensive law enforcement experience.
- Solid documented educational background.
- Comprehensive testing on executive, administrative, and operational facets of modern policing principles.
- Oral Interview by panel of Police Chiefs in areas of leadership, management, public relations, verbal communication, and ethics.
- Thorough background investigation.
- Demonstrating outstanding Community Achievement and Professional Acumen.

National Incident Management System (NIMS) – Federal Emergency Management Agency (FEMA): IS-00100.LE, IS-00200, IS-00700 and IS-00800.A

Law Enforcement Automated Data System (LEADS) – Illinois State Police

Illinois Wireless Information Network (IWIN) – Illinois State Police

Taser® (Electronic Control Device) – Use/operation certified by In-house Instructor

Oleoresin Capsicum (OC) Spray – Use/operation certified by In-house Instructor

Breath Alcohol Test Operator – Illinois State Police

Police Officer Cross-Over Training – Florida Department of Justice

Correction Officer Academy – Orange County Sheriff's Department

Professional Memberships

International Association of Chiefs of Police

Illinois Association of Chiefs of Police

Wisconsin Chiefs Association

FBI National Academy Associates

Lake County Chiefs of Police Association

Northwest Lake County Police Radio Network, former Chairman

Community Involvement

Member of Community Advisory Group to research Millburn Bypass Alternatives Strategic Planning and Impact Studies for proposed retail development, "Village Green"

National Night Out / Crime Prevention Event Coordinator

Founder and advisor of Community Outreach Uniting Residents Against Gang Environment (COURAGE)

Lindenhurst Police Athletic League coordinator

Former Lindenfest Board member

Membership Candidate– Lake Villa Township Lions Club

Honors

Twice-awarded Lindenhurst-Lake Villa Chamber of Commerce *Officer of the Year*
Police Commendations:

Medal of Valor; Advanced Education; Community Service; Physical Fitness