

October 8, 2011

Champaign Police Chief Search

Search Committee:

This letter is in response to your open position for Chief of Police in Champaign, Illinois. I am very interested in this position and appreciate your consideration in my application.

I was encouraged to read about your positive advancements through the cooperation of your citizens and city leaders. The core values of a community are essential for the Quality of Life of all citizens. I am impressed by the commitment of your citizens to ensure everyone experiences a safe environment in which to live and work. Although all citizens want a crime free city, not all communities go that extra step to become involved and develop a strategic plan to live by.

Throughout my career with the St. Louis Metropolitan Police Department, I have emphasized the importance of building relationships and partnerships throughout the department and community. As the commander of many districts and divisions, I have seen the drastic improvement in neighborhoods when the police department, city agencies, and community leaders all work in conjunction towards the same goals. By building those partnerships and developing initiatives; we were able to reduce homicide rates by 81% in one district; in another district we decreased total crime each month for a year, after rising the previous 24 months; and in the downtown district, citizens and police officers came together to rebuild respect and trust that had been lost after litigation concerning the homeless population.

When our current Chief of Police was appointed in 2008, he chose me to lead our Bureau of Community Policing because of my relationships with the community and citizens. I had been assigned to each of our three Area Stations over the years and was well aware of the neighborhood issues in each area. If chosen as your new Chief of Police, I would have the same commitment to the citizens of Champaign.

As you can imagine after 38 years, I have been assigned to every unit within the department. This has provided me the opportunity to excel in every capacity and have an understanding of how each division affects the operations of all other divisions. When speaking to the new recruit classes, I emphasize the need for them to branch out and work in a variety of units and refrain from becoming complacent in their duties.

I firmly believe learning is a life long process, as is training. As a leader, it is my responsibility to provide the opportunities for career development of my personnel, as they will be the future of any organization or city. Treating each employee with respect and dignity will build confidence. Working with them on their weaknesses will build strength and knowledge.

I am excited about the challenge of a new opportunity and a new environment. I look forward to hearing from you in the near future. I have enclosed my resume and 5 references.

Respectfully,

Lt. Colonel Antoinette M. Filla
Deputy Chief
St. Louis Metropolitan Police Department
Bureau of Investigation & Support



Antoinette M. Filla
St. Louis Metropolitan Police Department



EDUCATION:

M.S.A. 1984 Lindenwood University (Management/Business)
St. Charles, Missouri
B.S. 1980 Tarkio College (Criminal Justice/Business)
St. Louis, Missouri
Maryville College (1975-1978 Junior Status)
St. Louis, Missouri
St. Anthony's High School 1963-1965 (G.E.D.)
St. Louis, Missouri

EMPLOYMENT:

St. Louis Metropolitan Police Department
St. Louis, Missouri 1973 – Present

LIEUTENANT COLONEL

Deputy Chief – Bureau of Investigation and Support (March 2011 – Present)
Command a reorganized Bureau which includes investigations into Homicides, Sex Crimes, Child Abuse, Domestic Violence, Cyber Crimes, Bomb/Arson, Fraud, and Narcotics. Many of these are high profile cases and all draw the attention of the news media and community. This Bureau also provides support for the Bureau of Community Policing, in relation to; Tactical Operations, Vehicle Thefts, Most Violent Offenders, SWAT, Rapid Deployment, Traffic Safety, Canine, Mounted Patrols, Mobile Reserve, Metrolink and Polygraph Examinations. We use the expertise of Crime Analysis to analyze the data and develop “Hot Spots” and “Crime Trends” to focus our resources. Also, oversee the operations of our intake and release of prisoners at the Criminal Justice Center, as well as monitor, Warrant and Fugitive Apprehensions, Sex Offender Registration, Missing Persons and Court Liaison’s Notifications and Documentations. Develop and manage our Emergency Management Operations for the entire department, such as our deployment of 60 personnel to Joplin, Missouri to assist with the aftermath of an F5 tornado. This Bureau consists of over 350 personnel, both Commissioned and Civilian, who are required to stay current on law enforcement issues, changes, trends, and best practices, through my leadership, experience and guidance. Provide opportunities for Training and Career Development

to all personnel assigned to this bureau. Work closely with local, state and federal agencies throughout the region to accomplish our shared goals of bringing closure to many victims and their families who have experienced violent acts. Maintain our partnership with the Ministers Alliance to provide support for those families surviving a tragic loss. Work in conjunction with other department bureaus to accomplish the Strategic Plans set forth by the Chief of Police.

Deputy Chief – Bureau of Community Policing (January 2009 – March 2011)

Command a city wide and department wide Bureau consisting of all Patrol Officers throughout the City of St. Louis, with approximately one thousand (1,084) employees, both commissioned and civilian personnel. Oversee all facets and operations of law enforcement, crime prevention and initiatives, career development, personnel issues, training issues, and disciplinary issues. Ensure our citizens are treated fairly and with respect. Work in conjunction with the City Counselor, Circuit Attorney, Federal Agencies and State Agencies to apprehend those individuals who are involved in Criminal Behavior. Enlist the assistance of all Local Agencies to help in our goal of providing excellent Quality of Life for our citizens. Continue our efforts in building partnerships with all individuals throughout the community and our department personnel. Improve the integrity of our business operations, as well as, our administrative functions. Initiate more programs which assist us in the performance of our duties and enable the department to do more with less financial assistance from the City of St. Louis. Organize and plan for large scale events, such as the All Star Game and festivities which consisted of a police detail for five (5) consecutive days with over four hundred (400) Officers each day of the event.

MAJOR

Commander – South Patrol Division (October 2008 – January 2009)

Administer, manage and facilitate the operations of a Patrol Area, which incorporates three (3) distinct Patrol Districts, with over three hundred (300) employees, both civilian and commissioned. The area includes over half of the City of St. Louis. This portion of the city is very diverse, with low income residents, middle class and more affluent neighborhoods. Monitor all operations of the building; reception area, booking area, office areas, custodial staff, maintenance of outside area and inside premises, and ensure repairs were completed properly. Monitor the operations of all law enforcement personnel within the three (3) Districts. Continue to build relationships and partnerships between the law enforcement community and the citizens. Assist with Career Development and advancement of all employees.

Assistant Chief of Detectives (February 2007 – October 2008)

Responsible for the operations of eleven (11) different units of specialized investigations, including the Forensic Laboratory, Crimes Against Persons and Property, and Narcotics. Administer the operations of the Property Custody Unit, which accepts, inventories and disposes of all property and evidence seized by officers. Hundreds of items per day are tracked through a computer database (LIMS). Monitor the efficiency and protocols of the intake center of the Criminal Justice Center, which houses our prisoners, to ensure their safety and inherent rights. Manage the activities of the Juvenile Division and ensure other agencies work in conjunction with the Juvenile Detectives to keep children on the right track for becoming responsible adults. Responsible for the actions and performance of over two hundred (200) personnel.

CAPTAIN

Commander – District Four (July 2005 – February 2007)

Administer and manage the operations of a Patrol District, which includes a diverse realm of neighborhoods, including public housing, historic areas, central business area, all major sporting venues and several entertainment areas. Supervise 98 employees. Maintain communications and mutual respect with the diverse groups and citizens. Build partnerships with all stakeholders and utilize all resources brought to the table from all involved parties.

Secretary to the Board of Police Commissioners (November 2003 – July 2005)

Liaison between the Chief of Police and four civilian Commissioners. Responsible for the education of the four Commissioners in the everyday operations of the Police Department, its policies/procedures and legal ramifications. Maintain procedures as specified under the Missouri Sunshine Law. Review/authorize all contracts and grants in which the department engages. Ensures all government regulations are followed when obtaining bids/proposals and authorizing purchases. Responsible for the supervision of 15 civilian employees. Administer and manage the operations of the Budget & Finance Division, Purchasing Division, as well as, the Internal Auditor.

Commander – District One (December 2001 - November 2003)

Administered and managed the operations of a Patrol District, which incorporates 8.85 square miles and has a population of 63,513. Supervise 105 subordinates. Maintain working relationship and communication with citizens, community leaders and various agencies to effectively address and resolve issues specific to their neighborhoods.

Director – Police Academy (May 2001 - December 2001)

Administered and managed all training for the entire Police Department, (both commissioned and civilian, including new recruits). Supervised 25 subordinates, as well as, all employees attending training. Responsible for the operations of the Police Library, Computer Learning Center, Television Section, Firearms Range, and Fitness Center. Ensured these operations supported our patrol officers and civilian employees, assisting them in performing their daily tasks.

Commander – District Eight (January 1996 - May 2001)

Administered and managed the operations of a Patrol District, which incorporated 2.8 square miles and a population of 29,000 people. Supervised 98 subordinates. Worked in conjunction with the community and various agencies, including the Federal “Weed & Seed” program and the Federal “Ceasefire” initiative, to combat crime and improve “Quality of Life” for all residents and merchants.

Commander – Internal Affairs Division (October 1993 - January 1996)

Responsible for the investigations of all misconduct complaints against all department employees (both commissioned and civilian). Recommended department policy changes to improve police response and police conduct. Supervised 12 investigators, monitored all investigations, and recommended and administered all discipline against officers and civilians. Conducted the “first ever” training classes to educate department personnel concerning ongoing problems and how to reduce inappropriate behavior and improve personal ethics.

LIEUTENANT:

Commander – Traffic Safety Division (August 1992 - October 1993)

Managed and supervised 45 subordinates, who enforced all Traffic Regulations throughout the City of St. Louis. Coordinated efforts by various agencies to reduce traffic problems and deaths/injuries as a result of traffic accidents. Worked with MADD and conducted numerous Sobriety Check Points. Served as a Committee Member of the St. Louis Chapter of SAFEKIDS.AMERICA, which is concerned with the safety of children while in motor vehicles. Assisted in several training sessions for proper installation of child car seats. Participated with the U.S. Secret Service in planning security for Presidential visits, debates and motorcades. Organized perimeter control, assisted in evacuation and assisted with volunteers during the Great Flood of 1993, as well as, coordinated our efforts with the National Guard.

Watch Commander – District Nine (June 1987 – August 1992)

Responsible for the supervision of 45 subordinates, including detectives. Monitored their activities and worked in conjunction with the community to solve specific problems.

SERGEANT:

Deputy Commander – Sex Crimes/Child Abuse (February 1986 – June 1987)

Responsible for the investigations of all incidents categorized under State Statute as Sex Crimes and/or Child Abuse. Supervised the activities of 18 Detectives, monitored all investigations, and recommended any necessary department policy changes, which would enhance the department's response and obligations to victims.

Precinct Supervisor – District Three (January 1984 – February 1986)

Supervised 8 Police Officers to ensure compliance with rules, regulations, and state/local laws.

DETECTIVE:

Investigator – Vice Division (July 1978 – January 1984)

Enforced all Morality, Liquor, and Gambling laws throughout the City of St. Louis. Conducted numerous undercover operations relative to vice violations. Assisted in drafting various City Ordinances to control vice violations.

Commissioned Police Officer - Various Assignments (July 1974 – July 1978)

New Recruit in Training - Police Academy (March 1974 – July 1974)

Civilian/Teleprocessing Clerk - Second District (September 1973 – March 1974)

VOLUNTEER OPPORTUNITIES:

Facilitator - Women Police Officers' Network

Chairperson - Missouri Law Enforcement Athletic Federation

Representative - St. Louis Police Leadership Organization

Board of Directors - Community Conflict Services of Metropolitan St. Louis

Executive Board - Project COPE (2003 – 2005)

Executive Board - Northside Community Center (1998 – 2004)

Adviser/Ambassador - Community Women Against Hardship (2000 – 2004)

PROFESSIONAL AFFILIATIONS:

FOCUS St. Louis
Missouri's Eastern Chapter of the FBI National Academy Alumni
International Association of Chiefs of Police
International Association of Women Police
National Association of Women Law Enforcement Executives
Defense Orientation Conference Association
National Security Forum Alumni
Leadership America
Greater Missouri Leadership Challenge
CORO Midwestern Women in Leadership
National Center for Women and Policing
Amazing Women of St. Louis
St. Louis Forum

OTHER NOTABLE ACTIVITIES:

- Worked with local Aldermen to draft and support ordinances concerning fireworks, prostitution, gang/drug activity and health issues.
- Assisted in organizing the First District Business Partnership.
- Assisted Northside Community Center in obtaining a GRANT for at risk youth.
- Involved with an inner city parish, St. Mathews, on their Revitalization 2000 project.
- Assisted in acquiring funds from the Danforth Foundation for the Police Athletic League for youth.
- Worked with the Sustainable Neighborhoods Initiative for Housing and Economic Development.
- Hostage Negotiator for 10 years.

AWARDS:

- Received 8 Chief's Letters of Commendation
- 2007 Award for Commitment, Service and Leadership – Operation Weed and Seed of St. Louis, Eighth District Neighborhood Advisory Committee
- 2004 Award for Leadership and Dedication – First District Business Partnership
- 2003 Presented a Resolution by the Board of Alderman for the City of St. Louis, Missouri – Outstanding Public Servant
- 2003 Award for Commitment, Service and Support – First District Business Partnership
- 2002 Humanitarian Award for Civic Leadership – The Human Development Corporation
- 2002 Honoree for Child Advocacy – Annie Malone Children's Home.
- 2001 Award for Distinguished Service – U.S. Attorney, Eastern District of Missouri
- 2000 St. Matthew's Day Award – Outstanding Community Service -

The Ville Neighborhood/St. Matthew's Congregation

- 2000 Award for Commitment and Dedication – Sustainable Neighborhoods Initiative
- 1999 Award for Outstanding Community Service – Residents/Business Owners District Eight
- 1996 Honoree for Personal and Professional Advancement – 20th. Anniversary Celebration of the Women's Movement
- 1996 Person of the Year – Missouri Coalition for Domestic Violence
- 1992 Woman of Achievement Award – Southside Business and Professional Women's Group
- 1992 was featured in National Woman's Magazine titled, "First". Article focused on the first females in the Law Enforcement Profession.