

## **Philip J. Penko**



Deputy Chief Philip J. Penko has served the Monterey community for over 25 years and currently oversees the Monterey Police Department's Support Division, after having been Field Operations Commander. His leadership was first noted when he was selected class president of his academy class. In 1998 while assigned to traffic, he saw the need to conduct commercial enforcement within Monterey and collaborated with the California Highway Patrol to develop such a program for the City. Shortly thereafter, he was selected to co-develop and staff the Department's first Driving under the Influence Enforcement unit.

He has sought out opportunities to innovate in other assignments as well. When the Department created a new position, the Community Resource Officer, as an officer he applied for and was selected to fill that position. In that role, his primary responsibilities included coordinating all organizational community outreach and developing a volunteer program from scratch. After crafting the program guidelines, training outlines, uniform design, and conducting recruitment, Penko trained the initial core of volunteers and was responsible for their daily supervision. Three years after he was promoted to sergeant, the Chief of Police developed a new position, the Special Services Sergeant, whose primary responsibility was overseeing the internal affairs process, conducting the majority of the investigations, while also supervising three School Resource Officers, the Public Education office, Police Interns, Explorer and the volunteers programs. He was selected to fill that position. One year after his promotion to lieutenant, Penko was asked to assume oversight of the Department's fledgling Community Policing Initiative, with the hope that he could resurrect the initiative, infuse support and acceptance of it, and maintain strong ties with the community—all the while modeling what it means to be a Champion of People (C.O.P.).

Penko is in his second term as the Co-Chair of the California Peace Officers' Association (CPOA) Standards and Ethics committee. During his first term, he was asked to assist the California Commission on Peace Officer Standards and Training (POST) in developing a telecourse on ethics to be used to train California police officers. He has published articles on law enforcement ethics and integrity. He has been a member of various crime prevention and volunteer associations as well as the Law Enforcement Environmental Planners' Association of California.

His community involvement consists of memberships in the Kiwanis Club of Marina, Olson PTA, Marina High School PTSA, Girl Scouts of America, Marina Learning Community subcommittee, and the Monterey Peninsula College Administration of Justice Advisory Committee. Penko has also served as a public safety representative for the Tellus Project, a countywide community assessment study, and as the Monterey Police Department's United Way coordinator. He currently serves on the Bay View Elementary School Site Council.

Penko holds a bachelor's degree in psychology from San Jose State University and a master's in human resource management from Chapman University. He is a graduate of the California Commission on Peace Officer Standards and Training (POST) Sherman Block Leadership Institute and Command College No. 47. In Command College, Penko's research focused on how California law enforcement will adapt to Generation X executive leadership by the year 2019. His futures project was chosen by Command College staff as the only one to be presented at the class graduation ceremony.