

SUMMARY

Criminal justice, law enforcement, and municipal government expert, specializing in corrections; senior executive; civil rights and labor litigator; high level negotiator/facilitator; and former CEO level government official, who excels in overseeing, coordinating and concluding varying from the immense and multifaceted, to the less complicated. Focus on bringing progressive new ideas to transform and re-invigorate organizations and organizational relationships.

EDUCATION

Temple University School of Law, Philadelphia, PA. Juris Doctor, 1991

University of Massachusetts at Boston, MA. Bachelor of Arts - Political Science, 1988

ADMITTED TO PRACTICE LAW

U. S. District Court for the Eastern District of Pennsylvania, 1992

Supreme Court of Pennsylvania, 1991

Supreme Judicial Court of Massachusetts, 1992 (Inactive)

EMPLOYMENT HISTORY

Law Office of Leon A. King II

Philadelphia, PA, *April, 2008 to Present* – **Attorney**

General practice of law specializing in: civil rights; employment; criminal defense; selective Orphan’s Court matters; wills; criminal justice consulting; governmental relations; governmental consulting; and various pro bono matters.

Drexel University, Department of Culture and Communication

Philadelphia, PA. *Fall, 2004 to Present* – **Associate Teaching Professor of Criminal Justice**

Offer instruction to college students by way of “Introduction to Corrections”, a comprehensive course outlining the role of corrections as an arm of law enforcement, and its role in the criminal justice system.

Committee to Elect Leon A. King II, Judge of the Court of Common Pleas, Democratic Party

Philadelphia, PA. *January, 2009 to April 2009* - **Candidate**

City of Philadelphia, City Council, Office of the Honorable Frank Rizzo (R), Councilman at Large

Director of Legislation – *April, 2008 to January 2009*. Responsible to execute and assist in shaping the legislative agenda of an at large councilmanic office. Key aide in facilitating the introduction of Bills to ban the use of cell phones while operating a motor vehicle, and to curb the influence of money on municipal elections. Coordinated, negotiated, and leveraged political interests with other council members, councilmanic staff, and high level officials of the judicial and executive branches of City government. Reviewed and evaluated legislation proposed by other members of City Council, and assisted the

City of Philadelphia, City Council (Continued)

Councilman in coordinating and preparing for council sessions and hearings. Scheduled and conducted meetings with constituents to assist them in resolving issues and disputes, and to craft legislative and other political solutions to address the concerns of constituents.

City of Philadelphia, Prison System, Philadelphia, PA.

Commissioner – *December, 2002 to January, 2008.* Chief executive officer of a \$271,000,000 corporation with 1.6 million square feet of secure physical plant in 10 separate locations. Responsible for the health, safety, emergency preparedness, and security of 136,000 individuals a year, along with 2300 staff (1750 armed security officers and specialized units), 2000 volunteers, and 650 contract staff from medical directors, medical doctors and other professional staff, to line contract employees. The corporation also was responsible to administer and provide comprehensive drug and alcohol addiction services, as well as, an educational component for residents and staff. Primary focus was to systemically analyze all programs and procedures and implement new data based, performance focused, strategic planning and operational measures. Implemented aggressive and successful enhancements in the running of a \$55,000,000 medical and behavioral health operation. Created and executed an aggressive media and community relations campaign bringing together diverse, often conflicting, and sometime hostile constituencies. Excelled at forming strategic partnerships with a variety of governmental and private organizations often at no cost to the taxpayers. Fostered respect and creative partnerships with community leaders and local and state governmental officials. Instituted bold new operational initiatives with existing resources.

City of Philadelphia, Criminal Justice Coordinating Committee, Philadelphia, PA.

Member & Coordinator – *April, 2000 to January, 2008.* As general counsel to the Philadelphia Prison System I succeed in implementing one of the recommendations of U.S. District Court Judge Norma Shapiro by convincing the Mayor’s office to re-institute the city’s Criminal Justice Coordinating Committee. The members of the committee included all the elected and appointed leaders of the criminal justice agencies in the city of Philadelphia. Its purpose was to address prison overcrowding and other system-wide issues. Thereafter until I became Commissioner of the Philadelphia Prison System in 2002, I served as the person responsible for coordinating the discussion and decisions of the members of the Committee. Upon being appointed prison commissioner I became an official member of the committee and succeeded in obtaining its blessing, and finding the financing for the first comprehensive study of the Philadelphia Criminal Justice System in over a decade. I also was successful in obtaining the acquiescence of the members to institute Operation Strategic Admissions, which for the first time in the history of the city held prison admissions to an established cap without any adverse effect on public safety. I prepared the outline and bylaws to upgrade the Committee to a body officially recognized by the Commonwealth of Pennsylvania and passed this work on to the new mayoral administration in 2008. My efforts significantly contributed to the forming of the successor to this Committee, the City’s current Criminal Justice Advisory Board.

City of Philadelphia, Law Department, Philadelphia, PA.

General Counsel, Philadelphia Prison System – *February, 1997 to December, 2002.* Brought multiple private and governmental entities together, to oversee, coordinate compliance, or resolve the complex class action lawsuits: Jackson v. Hendricks (prison conditions); Santiago v. City (Youth Study Center); Harris v. Reeves (prison population); and Warrington v. City (court records). Mediated intra-organizational disputes, responsible for rendering legal advice on all aspects of the corporation’s operations, and managed or facilitated in house and external legal services. Reviewed, drafted, created, and implemented policies and

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General Counsel, Philadelphia Prison System (continued)

procedures, as well as, negotiated contracts. Supervised numerous confidential investigations, and developed respect and creative partnerships with local and state governmental officials.

City of Philadelphia, Law Department, Philadelphia, PA.

Deputy City Solicitor - Labor and Employment – March, 2001 to March, 2002. Responsible for all phases of litigation in matters brought against the City involving employment discrimination and employee discipline. Negotiated resolution of numerous disputes and conflicts without the need for litigation, or prior to an arbitration or trial on the matter. Provided representation for the Philadelphia Police Department before the American Arbitration Association in police disciplinary matters.

City of Philadelphia, Law Department

Deputy City Solicitor - Civil Rights – May, 1993 to March, 2001. On of the founding members of the a new unit in the Law Department and represented police officers, correctional officers, sheriff’s deputies and other civil servants in matters against the City pursuant to 42 U.S.C. Section 1983. Responsible for all phases of litigation and negotiated hundreds of resolutions to disputes before, during, and after the litigation process. Served as one of three lead attorneys in the 39th Police District civil litigation. Became very familiar with the operations of many divisions of the Police Department, the Prison System, the Department of Human Services, the Clerk of Quarter Sessions and the Sheriff’s Office. Tried numerous jury trials to verdict in federal court. Provided training at the Philadelphia Police and Philadelphia Prison Training Academies concerning the use of force, civil liability of officers, and the United States Constitution.

Assistant City Solicitor - Claims – Sept, 1991 to May, 1993. Litigated personal injury claims in state court including motor vehicle accidents, slip and fall, as well as property damage claims against the City of Philadelphia and its various departments. Tried countless arbitrations in the Philadelphia Court of Common Pleas. Obtained integral knowledge of the operations of various city departments.

Various Government Agencies

Commonwealths of Massachusetts and Pennsylvania, United States of America, 1986 to 1991. U.S. District Court for the Eastern District of Pennsylvania; U.S. Equal Employment Opportunity Commission; Commonwealth of Massachusetts, Office of the Governor, Department of the Attorney General and Commission Against Discrimination; First Judicial District of Pennsylvania; Philadelphia County District Attorney’s Office.

SPECIALIZED TRAINING

Association of State Correctional Administrators

- Professional Development Seminar, New Orleans, LA, October, 2007
- New Director’s Seminar, Salt Lake City, UT, June, 2004
- Special Issues Seminar: Keeping Staff and Offenders Safe, Charleston, SC, November, 2004
- Professional Development Seminar, Charleston, SC, November, 2004
- Professional Development Seminar, Savannah, GA, November, 2003
- Corrections Cost Containment Seminar, Savannah, GA, November 2003

United States Department of Justice, National Institute of Corrections

Legal Counsel for Corrections Training. Boulder Colorado, September 1997

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SPECIALIZED TRAINING (continued)

City of Philadelphia Trial Advocacy Training

S. Gerald Litvin, Esquire, Coordinator, 1993

SIGNIFIGANT IMPLEMENTED INTITIATIVES

- Authored the first and only comprehensive plan to reduce jail overcrowding in the City which formed the basis to significantly reduce the population of the City's jails and millions of dollars in budget savings
- Instituted *C.O.R.E.S.T.A.R.* (Correctional Outcomes, Reentry, Ethics, Security, Treatment and Accountability Review), achieving, among other things, a 5 million dollar reduction in overtime in the first year;
- Implemented *use of force* polices and procedures that enabled the Philadelphia Prison System to obtain termination of a court enforced Consent Decree concerning use of force;
- Enhanced security, reduced injury to staff, and reduced incidents of the use of force by training all staff and *implementing the use of pepper spray* in all facilities;
- Created the *AXIOM data warehouse system* to enhance security, safety, and long range forecasting in the Philadelphia Prison System;
- Successfully *commanded and resolved a hostage taking event* with no injury or loss of life;
- Developed and implemented a *standardized Investigation Manual* for all investigative units of the Philadelphia Prison System;
- Created the *Office of Special Investigations* to specifically scrutinize inmate deaths, and to gather intelligence on, and strategize against, *security threat groups*;
- Significantly upgraded officer safety by implementing system wide training and then implementation of the *Glock Semi-Automatic as the primary side arm* for officers, retiring the 38 Revolver;
- *Obtained certification* from the Commonwealth of Pennsylvania for the Philadelphia Prison System Training Academy for the first time in its history;
- Achieved *system-wide firearm certification* for the first time in the history of the Philadelphia Prison System;
- Created a formal *Hostage Negotiation Team* and implemented related training for the first time in the history of the Philadelphia Prison System;
- Increased staffing and training for the *Correctional Emergency Response Team* in the Philadelphia Prison System (CERT);
- Implemented and created the first *armed Bike Patrol* in any mega-jail complex to enhance safety and security of the physical plant;
- Instituted *system-wide tactical weapons training* and standardized all restraint equipment used in the Philadelphia Prison System;
- Completed construction, and brought on-line a *50 million dollar, 750 bed, state of the art maximum security correctional facility for women*;
- Completed system-wide study of *50 million dollar medical and behavioral heath services contract* and implemented recommendations streamlining operations and reducing costs. Examples include:
 - Absorbed an increased census while reducing medical cost inflation from 15.2% (FY '05) to 2.1% (FY '09)
 - Implemented "Total Generic" formulary

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SIGNIFIGANT IMPLEMENTED INTITIATIVES (continued)

- Implemented Nurse Triage procedures, thereby reducing unnecessary sick call visits by 40%.
- Implemented "Keep on Person" medication procedures, freeing 7 FTE LPNs to attend to other clinical issues
- Implemented (voluntary) rapid HIV testing, increasing testing from less than 10% to over 80%
- Implemented Administration of off-campus medical services contracting and claim payment by a Third party administrator, reducing facility and specialist expenses by 20%.
- Initiated efforts leading to the first municipal mental health reentry court.
- Revised intake procedures, reducing time to completion of medical intake from 2.5 days to 4 hours.
- Implemented an electronic medical intake screening instrument that schedules mental health and chronic care follow-up visits in the prison's inmate tracking system
- Automated all clinical service appointment scheduling
- Implemented electronic submission of all behavioral health referrals
- Increased timeliness of response to emergent, urgent and routine behavioral health referrals from 35% to over 90%
- Co-sponsored development of an RFP for an electronic health record to serve (and integrate) Prison and Public health Primary care center records.
- Implemented a behavioral health house-call service off-hours and weekends to speed response to emergent needs.
- Implemented common message routine refresher training of correctional officers via video taped educational presentations
- Implemented electronic ordering and order status/results access by providers to pharmacy and laboratory data from any Prison facility
- Brought (high volume) dialysis and outpatient orthopedic services on campus to decrease transportation burdens.
- Implemented an electronic interface between prison and police registration systems to auto-populate the prison's database with real-time police date:
- Established the *Office of Community Justice and Outreach* to increase public awareness around the issue of corrections and comprehensive criminal justice planning, and to improve relations with the community;
- Convened the first *City-Wide Re-Entry Summit, bringing 800 stakeholders and community members together* to strategize and form partnerships around prisoner re-entry;
- Completed a comprehensive staffing review and *reduced staffing by 10 percent*;
- *Achieved simultaneous accreditation of five facilities* from the National Commission on Correctional Healthcare for the first time in the history of the Philadelphia Prison System;
- Created and *implemented a comprehensive Disciplinary Code* for the first time in the history of the Philadelphia Prison System;
- *Created community partnerships* to reduce recidivism and enhance public safety with: Philadelphia Mural Arts; the Pennsylvania Horticultural Society; the Boy Scouts of America; Mother's in Charge; Maternity Care Coalition; Planned Parenthood; and Philadelphia FIGHT.
- *Created the Frankford Roundtable, a community partnership* to reduce recidivism and crime in a particular city neighborhood;
- Completed draft of a *comprehensive plan to respond to pandemic influenza*;
- Developed a *Victim Notification System*;
- *Healed the rift with HIV/AIDS activists* through a policy of openness and participation. Enhanced training and sensitivity on this issue for staff, instituted upgraded discharge services, rapid HIV testing, and placed condoms on the commissary list;

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SIGNIFIGANT IMPLEMENTED INTITIAIVES (continued)

- Received *certification for the- patient mental health unit* for the first time in the history of the Philadelphia Prison System;
- *Extended overall officer training by two weeks* and added courses in the areas of behavioral health and suicide prevention,; obtained college credit for all officers attending the Training Academy;
Updated training on use of force, defensive tactics, and interpersonal communication;
- *Instituted quarterly training in the use of restraints*, behavioral health, and defensive tactics for all restricted housing unit staff;
- *Created an emergency management unit* to oversee and coordinate all emergency preparedness and related activities;
- Instituted the JOBS Project, a community partnership to reduce recidivism.

RESEARCH STUDIES AUTHORED OR COMMISSIONED

Inmate Services Report, Philadelphia Prisons, Dugan Associates, LLC (2008)
 Reincarceration in the Philadelphia Prison System, Paul Heroux, MS, MSC (2008)
 Prison Population Report and Recommendations to Mayor Michael A. Nutter, Leon A. King II, Esq. (2007)
 Confinement and the Justice Process in Philadelphia, Temple University (2006)
 Instituting Lasting Reforms for Prisoner Reentry in Philadelphia, Urban Institute (2006)
 Prison Healthcare Project, Dugan Associates LLC (2006)
 Police and Prison Intake Operations, Dugan Associates LLC (2006)

ILLUSTRATIVE LITIGATION REPRESENTING LAW ENFORCEMENT

Massive police corruption, in re 39th Police District Litigation, U.S. District Court;
 Prison overcrowding class action, Harris v. Reeves, U.S. District Court;
 Police shootings, McCleod v. City of Philadelphia, U.S. District Court;
 Police sexual harassment and retaliation, Carter- Herman v. Philadelphia Police Dept., U.S. District Court;
 Juvenile detention overcrowding class action, Santiago v. City of Philadelphia, U.S. District Court;
 Prison conditions class action, Jackson v. Hendricks, Philadelphia Court of Common Pleas;
 Police racial profiling, crowd control, use of force, Martin v. City of Philadelphia U.S. District Court;
 Court records and illegal detention, Warrington v. City of Philadelphia. U.S. District Court;
 False arrest and bribery of a public official, Bell v. City of Philadelphia, U.S. District Court;
 Jail suicide, Owens v. City of Philadelphia;
 Improper identification, false arrest, Olabode v. City of Philadelphia, U.S. District Court;
 Constructive possession (\$ 2.1 million worth of heroin), consent searches, Nweese v. City of Philadelphia.

LECTURES

Community College of Philadelphia, Criminal Procedure, Fall Semester, 1994;
 Philadelphia Police Department Training Academy, 1994 – 2001;
 Pro Se Civil Rights Panel, U.S. District Court for the Eastern District of Pennsylvania, 1994 to 2005;
 Philadelphia Prison System Training Academy, 1994 – 2008;
 Temple University, Criminal Justice Program, Spring Semester 2000;
 Cheney University, Business Law, Fall 2002;
 Arts in Criminal Justice National Conference, Philadelphia, PA, 2007;
 University of Pennsylvania, Jerry Lee School of Criminology, 2004 to 2007;
 Philadelphia Police Department Training Academy, Crisis Intervention Training, 2006 – 2007;
 Alvernia College, Criminal Justice, Summer, 2008;
 University of Pennsylvania, Budgeting and Financial Management for Government, 2010

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OPINION PIECES

“Enrich Childhood, Avoid Jail” Philadelphia Inquirer (June, 2007);
“Rehabilitation Still a Worthy Effort” Philadelphia Inquirer (May 2008);
“Comprehensive Approach to Addressing Crime in Philadelphia” Leonking.org (December 2008);
“Why Who Becomes a Judge Matters” Leonking.org (March 2009).

MEDIA APPEARANCES

WHYY FM Radio, Philadelphia, PA. “Radio Times” with Marty Moss-Coane, Marty Moss-Coane, Host;
WHYY FM Radio, Philadelphia, PA. “Morning Addition”, Brenda Jorrett, Host;
WRNB FM Radio, Philadelphia, PA. “Philly Speaks”, E. Steven Collins, Host;
WURD AM Radio, Philadelphia, PA. “The Thera Martin Connelly Show”, Thera Martin Connelly, Host;
WURD AM Radio, Philadelphia, PA. “The Eleanor Denzi Show”, Eleanor Denzi, Host;
WPVI TV, ABC Channel 6, Philadelphia, PA. “Puerto Rican Panorama”, Dr. Diego Castellanos, Host;
CN8, Comcast Network TV, Philadelphia, PA. “It’s Your Call”, Lynn Doyle, Host.

AWARDS

Grand Army of the Republic Museum and Library, Dedicated Service Award, 2010
Kiyoshi Kuromiya Award, AIDS Education Month, Philadelphia FIGHT, 2008
United States Congress, Certificate of Special Congressional Recognition, 2008
Senate of the Commonwealth of Pennsylvania, Certificate of Congratulations, 2008
City Council of Philadelphia, Citation of Recognition, 2008
The Brothers of Flight 93, Appreciation Award, 2007
City of Philadelphia Prison System Asian Planning Committee, Appreciation Award, 2007
City of Philadelphia Prison System Training Academy, Sharpshooter, Glock 17, 2007
United States Army, Freedom Team Salute, Certificate of Appreciation, 2006
University of Pennsylvania, Department of Criminology, Recognition Award, 2005
Community Legal Services, Equal Justice Award, 2005
School District of Philadelphia, Pennypack House School, Youth Champion Award, 2005
Senate of the Commonwealth of Pennsylvania, Certificate of Congratulations, 2004
Person of the Year, Philadelphia Gay News, 2004 (1st Openly Gay Man to Head a City Department)
National Association for Blacks in Criminal Justice, President’s Appreciation Award, 2004
Philadelphia Live Center for Transformation, Leadership Award, 2004
Fraternal Order of Police, Recognition for Dedication to Law Enforcement, 2001
City of Philadelphia Police Department, Citizen’s Commendation for Bravery, 1998
City of Philadelphia Prison System, Commendation for Bravery 1998
City of Philadelphia Prison System, Distinguished Employee Award, 1997

MEMBERSHIPS

Pennsylvania Bar Association, Past Member;
National Association of Blacks in Criminal Justice;
American Correctional Association, Past Member;
American Jail Association, Past Member;
Association of State Correctional Administrators;

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MEMBERSHIPS (cont)

Pennsylvania Prison Warden’s Association, Past Member;

Alpha Phi Sigma, National Criminal Justice Society, Eta Iota, Drexel University, Faculty Member.

ACTIVITIES

Black Men in Crisis, Chair, Criminal Justice Sub-Committee, October 2010 to Present;
Coalition for Public Safety, Chair, June 2010 to Present
East Mount Airy Neighbors Association, Board Member, May 2010 to Present;
The Pew Charitable Trusts, “Within Our Control”, Prison Population in Philadelphia, Reader, 2010
United States Congressman Joe Sestak, Community Youth Violence Panel, 2010
City Councilwoman Jannie Blackwell, Community Youth Violence Panel, 2010
United States Senator Arlen Specter, LGBT Advisory Group, Member, 2009;
Co-Chair, Pre-Entry and Re-Entry Trans. Sub-Committee, District Attorney Seth Williams (2009-2010)
Philadelphia District Attorney Elect, Seth Williams, Policy Advisor, August 2009 to January 2010
Grand Army of the Republic, Museum and Library, Advisory Board Member, June 2009 to present
William Way Community Center, Board Member, May 2009 to present;
Temple University, School of Law, Alumni Association, Executive Board, January 2009 to 2010;
Brothers of Flight 93, Legal Counsel, January 2009 to present;
First Judicial District of Pennsylvania, Civil Trial Division, Arbitrator, 2006 to present;
Temple University School of Law, L.E.A.P., Mock Trial Coach, Northeast High School, 1998 to 2008;
City of Philadelphia Mental Health Forensic Task Force, 1998 – 2007;
City of Philadelphia Employee’s Combined Campaign, Chairman, 2006 – 2007;
Temple Inn of Court, 1993.

PRESENTATIONS

“*Second Chance Legislation*” Pennsylvania State Senator Shirley Kitchen, (2007);
“*Streamline the Philadelphia Criminal Justice System...*” Pennsylvania Supreme Court (2007);
“*Expand Specialized Courts*” Committee on Public Safety, City Council of Philadelphia (2009);
“*Essential Prin. of Crim. Justice Planning...*”, Essential Services Coalition of Philadelphia (2009);
“*Careers in Corrections*” N.A.A.C.P., Pennsylvania State Conference, (2009).;
“*Essential Prin. of Crim. Justice Planning...*”, Transition, District Attorney of Philadelphia (2009)
“*1.2 Billion: Redirecting Budgets*”, City of Chester, PA, Mayor’s Forum on Public Safety (2010)
“*Report and Recommendations, Pre-entry & Re-entry*”, Philadelphia District Attorney Seth Williams (2010)

