



KAREN BASS
MAYOR

August 14, 2025

Honorable Members of the City Council
c/o City Clerk
City Hall, Room 395

Honorable Members:

Subject to your confirmation, I have reappointed Mr. Erroll Southers to the Board of Police Commissioners for the term ending June 30, 2030. Mr. Southers's current term expired on June 30, 2025.

I certify that in my opinion Mr. Southers is especially qualified by reason of training and experience for the work which shall devolve upon him, and that I make the appointment solely in the interest of the City.

Sincerely,

A handwritten signature in black ink that reads "Karen Bass".

KAREN BASS
Mayor

KB:lap

Attachment

COMMISSION APPOINTMENT FORM

Name: Erroll Southers
Commission: Board of Police Commissioners
End of Term: June 30, 2030

Appointee Information

1. **Race:** African American
2. **Gender:** male
3. **Council District and neighborhood of residence:** 11 - West Los Angeles APC
4. **Are you a registered voter in the City of Los Angeles?** Yes
5. **Prior commission experience:**
6. **Highest level of education completed:** Ph.D., Public Policy, University of Southern California
7. **Occupation/profession:** Associate Senior Vice President, Safety & Risk Assurance, University of Southern California
8. **Experience(s) that qualifies person for appointment:** See attached resume
9. **Purpose of this appointment:** Reappointment
10. **Current composition of the commission:**

Commissioner	APC	CD	Race	Gender	Term End
Sanchez-Gordon, Teresa	East LA	13	Latinx	F	6/30/2029
Garcia, Fabian	North Valley	7	Latinx	M	6/30/2028
Shields, Rasha	South Valley	2	Middle Eastern / Arab	F	6/30/2026
VACANT					6/30/2027
Southers, Erroll	West LA	11	African American	M	6/30/2025

Dr. Erroll G. Southers

PROFESSIONAL EXPERIENCE:

University of Southern California, Los Angeles, CA
Associate Senior Vice President, Safety & Risk Assurance 2022-present
Professor of the Practice of National & Homeland Security 2018-present
Director, Safe Communities Institute 2017-2021
Director, Homegrown Violent Extremism Studies 2015-2021
Director, International Programs, Center for Risk and Economic Analysis of Terrorism Events (CREATE) 2006-Present

Associate Senior Vice President of Safety and Risk Assurance, responsible for the oversight of the Administration Division's Safety Departments – Department of Public Safety, Environmental Health and Safety, Fire Safety and Emergency Planning and Executive Protection. Former Director of the Safe Communities Institute, responsible for education and programming focused on community-based violence prevention and the responsible for the creation and management of the Homegrown Violent Extremism Studies Program, with the objective of conducting groundbreaking research and developing innovative community-driven solutions that resonate with policymakers, community leaders and the general public. Counter-terrorism and infrastructure protection subject matter expert responsible for the International Programs intended to foster global research opportunities in the research of radicalization and extremism. Formerly the director of research transition and deployment at CREATE, an interdisciplinary national research center, based at USC and funded by the Department of Homeland Security. Created the Executive Program in Counter-Terrorism, designed to challenge international counter-terrorism leaders and enhance their analysis, coordination and response capabilities to the evolving terrorism threat.

KNBC, Los Angeles, CA 2021-present
Law Enforcement – National Security Analyst
Law enforcement, national security and counterterrorism subject matter expert for KNBC, virtual channel 4, the West Coast flagship station of the NBC television network on matters related, but not limited to policing, terrorism, investigations, emergency response and related incidents.

RAND Corporation, Santa Monica, CA
Adjunct Subject Matter Expert 2018-2019
Counterterrorism and Homegrown Violent Extremism subject matter expert regarding research and policy efforts related to homeland and national security initiatives.

TAL Global Corporation, San Jose, CA
Managing Director, Counter-Terrorism and Infrastructure Protection Division 2010-present
Counterterrorism and infrastructure subject matter expert for the California-based international security consulting firm. Responsible for providing interdisciplinary, enterprise risk management strategies and policy development to environments facing the threat of man-enabled and natural disasters.

City of Los Angeles, Los Angeles, CA 2007-2010
Assistant Chief, Los Angeles World Airports Police Department
Chief of the Office of Homeland Security & Intelligence, responsible for all counter-terrorism and security credential assets, for the 4 Los Angeles World Airports. Conceptualized the pilot ARMOR (Assistant Randomized Monitoring Over Routes) Program designed to detect and deter vehicle borne IEDs (Improvised Explosive Devices). The LAWA Police Department is the largest aviation law enforcement agency in the United States, with the largest airport explosives canine detection unit in the world.

State of California, Office of Governor Arnold Schwarzenegger, Sacramento, CA 2004-2006
Deputy Director, Office of Homeland Security

Appointed by Governor Arnold Schwarzenegger to the Office of Homeland Security and responsible for post 9/11 counterterrorism policy issues, initiatives and projects developed to protect the critical infrastructure of the world's fifth largest economy. Responsible for state oversight of the National Asset Data Base, Automated Critical Asset Management System, Critical Infrastructure/Key Resources, Buffer Zone Protection Plan and Protected Critical Infrastructure Information Programs (PCII), including several nation pilot programs. Served as a member of the National Infrastructure Protection Plan (NIPP) national working group, responsible for developing the NIPP. Appointed Deputy Director of the state's Protected Critical Infrastructure Information (PCII) Program by the Department of Homeland Security.

University of Southern California, Los Angeles, CA
Adjunct Professor

2003-present

Professor of terrorism, homeland security and public policy in the Public Policy Master's Program in the School of Policy, Planning and Development.

Risk Management Consultants International, Los Angeles, CA
President & CEO

1996-2004

Founder and nationally recognized leader of a security consulting firm specializing in violence prevention, premises protection and emergency preparedness.

- Nationally recognized authority on policy development for security and safety measures designed to counteract potential losses produced by hostile actions or natural disasters.
- Violence prevention, premises protection and disaster planning consultant to major corporations, educational and cultural institutions throughout the United States.

Los Angeles County Museum of Art, Los Angeles, CA
Chief of Protective Services / Assistant Vice President

1991-1993, 1995-2004

Assigned to the Museum of Art as Chief of Police, having direct responsibility for public safety and security services at the nation's 4th largest art museum, with facilities spanning 22 acres, hosting more than one million visitors annually. Promoted to Assistant Vice President in 1998, with responsibility for three of the museum's departments – Security, Ticket Sales and Visitor Services.

- Fiscal and management responsibility for a \$3.2 million budget and more than 200 personnel supporting exhibition planning, security, ticket sales and members' on-site amenities.
- Using a zero-based budgeting approach, designed an institutional reengineering plan resulting in a \$2 million annual budget reduction.
- Developed and implemented the museum's emergency preparedness program.
- Designed and implemented the museum's Injury and Illness Prevention Program.
- Americans with Disabilities Act Coordinator.

City of Long Beach, Long Beach, CA
Executive Director

1993-1995

Executive Director for the City Manager of the City of Long Beach, California's 5th largest city, with more than 440,000 citizens.

- Executive Director, Youth, Education and Community Services Unit, recommending policies focused on community development and the suppression of youth violence/gang activity, resulting in a 38% reduction in gang related crime in less than one year.
- Executive Director, Citizen Police Complaint Commission, responsible for managing the investigation of allegations of police misconduct in the Long Beach Police Department.
- Represented the Office of the City Manager at community, educational and political events; coordinating and managing special projects and developing community consortiums.

Federal Bureau of Investigation, San Diego, CA
Special Agent

1984-1988

- Assignments included: Foreign counterintelligence/terrorism investigations, SWAT Team member and police instructor.

Rio Hondo Police Academy, Whittier, CA
Faculty/Tac Officer

1982-1984

- Community college instructor responsible for the education of police cadets at a regional academy serving more than 36 law enforcement agencies.
- Managed the training and evaluation of all aspects of cadet field performance, weapons proficiency and physical fitness.

Santa Monica Police Department, Santa Monica, CA
Investigator/Police Officer

1980-1984, 1988-1991

- Assignments included: Gang Investigator, Background Investigator, Field Training Officer, Crime Impact Team Member, Shoot and K-9 Review Boards, Departmental Stress Management Instructor and Fitness Program Instructor.

EDUCATION:

University of Southern California, Los Angeles, CA
Doctor of Planning, Policy and Development, 2013

University of Southern California, Los Angeles, CA
Master of Public Administration, 1998

Brown University, Providence, RI
Bachelor of Arts, 1978

PROFESSIONAL TRAINING:

2012 Law Enforcement Educational Seminar in Israel
2007 832 P.C. Aviation Security Training
2007 JTTF Education Session/West Point Combating Terrorism Center
2006 Consequence Management Training, Israeli Defense Forces' Home Front Command, Israel
2006 Homeland Security Counter-Terrorism Training, Ministry of Foreign Affairs, Israel
2002 Threat Assessment Seminar, U.S. Secret Service and U.S. Department of Education
1996 Museum Management Program, University of Colorado
Total Quality Management Program, National Safety Council
1995 ICMA Community Oriented Policing Seminar
Cambodian Cross-Cultural Training
1992 Disaster Response Training for Emergency Managers
1989 AIDS Education Instructor's Course
1985 Employee Assistance Training for Police Supervisors
Hearing Impaired (Sign Language) Program / Peer Counseling Training Program

ACCREDITATIONS/CERTIFICATIONS:

2007 Airport Security Coordinator (ASC) Certification
2006 Certified in Homeland Security – Level V, American College of Forensic Examiners Institute
2005 Protected Critical Infrastructure Information (PCII) Accreditation
1999 Certified Institutional Protection Manager (CIPM)
1993 California Peace Officers Standards & Training (POST) Executive Development Certificate
1992 California POST Management Certificate
1990 California Superior Court Qualified Gang Expert

1982 California Community College Teaching Credential
1980 California POST Basic, Intermediate & Advanced Certificates

AFFILIATIONS:

Los Angeles Police Department Board of Police Commissioners
State of California Commission on the State of Hate
USC Department of Public Safety Community Advisory Board, Co-Chair
USC Sol Price School of Public Policy Social Justice Advisory Board, Co-Chair
USC President and Provost's Task Force on Race, Equity, Diversity, Inclusion (REDI), Ex-Officio Member
International Association of Chiefs of Police (IACP) Research Advisory Committee
The Homeland Security Experts Group
The International Institute for Justice and the Rule of Law (IJJ) Advisory Board & IJJ Expert Roster
International Counter-Terrorism Review (ICTR) Advisory Board, Herzliya, Israel
USA Today Opinion Board of Contributors
Pacific Council on International Policy
Life After Hate Board of Directors
Aviation Security Magazine, Editorial Advisory Board
Society of Former Special Agents of the FBI
LAX Airport Security Advisory Committee, Executive Board
U.S. Department of State Overseas Security Advisory Council

HONORS and AWARDS:

2024 Los Angeles Police Department Jack Webb Award
2018 State Department IVCLA Outstanding Resource Award
2018 Robert Biller Outstanding Faculty Award
University of Paris 2 Assas French Federation of Psycho-Criminalistics, Honorary President
2014 Doctor of Policy, Planning and Development (DPPD) Project Award
2014 and 2013 Price School of Public Policy Adjunct Professor of the Year
Presidential Nominee for Assistant Secretary of the Transportation Security Administration
Bipartisan Policy Center Homeland Security Project
International Center for Counter-Terrorism Visiting Fellow, Herzliya, Israel
Université Paris II Pantheon-Assas, Visiting Professor, Paris, France
American Society for Public Administration Earl Warren Outstanding Public Service Award
Los Angeles Mayor's Blue Ribbon Panel for Airport Security at LAX
Pi Sigma Alpha Honor Society Honorary Inductee, Whittier College
Security Magazine's 25 Most Influential People in Security
USC Widney Alumni House Award
UCLA School of Public Affairs Senior Fellow
American Assembly of Columbia University Next Generation Fellow
Certified in Homeland Security Program Top Achiever Award
USC School of Policy, Planning and Development Outstanding Alumni Award
Los Angeles Miracle Mile Civic Coalition Good Heart Award
International Organization of Black Security Executives Leading Edge Award
Rio Hondo Police Academy Outstanding Cadet Award



KAREN BASS
MAYOR

August 14, 2025

Dear Mr. Southers:

I am pleased to inform you that I am reappointing you to the Board of Police Commissioners for the term ending June 30, 2030, subject to confirmation by the City Council.

To begin the reappointment process, please review, sign, and return the enclosed Remuneration Form and undated Letters of Separation **within one week** of receiving this letter. These documents are necessary to ensure the most efficient, open, and accountable city government possible.

As part of the reappointment process, Traci Park, your Councilmember, and Councilmember John Lee, the Chair of the Public Safety Committee, may wish to meet with you to answer any questions they have. Our office will assist with arranging these meetings.

Should this apply to your commission, you will be receiving a packet from the City Ethics Commission containing information about the City's conflict of interest laws, and a copy of the State Form 700/Statement of Economic Interests. You are required to complete and return this form **within 21 days** of your nomination to the City Ethics Commission via the California Fair Political Practices Commission's eDisclosure website, or by mailing the forms to City Hall at 200 N. Spring Street, 24th Floor, Los Angeles, California 90012. Any inquiries regarding this form should be directed to Samantha Rodriguez at the City Ethics Commission by email at samantha.rodriguez@lacity.org.

Additionally, you will be required to attend public meetings at City Hall where your reappointment will be considered. You will be hearing from our office and a City Council Clerk who will let you know when your reappointment will be considered by the Public Safety Committee. Sometime thereafter, you will be notified of the date when your reappointment will be presented to the full City Council. Immediately following the meeting, you will again be required to take the Oath of Office in the City Clerk's Office

Mr. Erroll Southers
August 14, 2025
Page 2

located in Room 395 of City Hall. If you require parking for these meetings, please contact my Commissions team by email at myr-commissions@lacity.org.

Per the City Charter, most commissioners must be registered voters of the City of Los Angeles, and must therefore reside within Los Angeles. If you move at any point during your term, or your contact information changes, please contact my Commissions team immediately at the email listed below. While we hope that you complete a successful term, if for some reason you intend to resign, please do so in writing to my Commissions team at myr-commissions@lacity.org.

Congratulations, and thank you for agreeing to serve the people of Los Angeles.

Sincerely,

A handwritten signature in black ink that reads "Karen Bass". The signature is fluid and cursive, with the first name "Karen" and the last name "Bass" clearly distinguishable.

KAREN BASS
Mayor

KB:lap

Attachment I
Mr. Erroll Southers
August 14, 2025

Nominee Check List

I. Within 7 days:

- ☐ Email the completed document listed below, found on the last page of this letter, to: myr-commissions@lacity.org OR mail them to:

Office of the Mayor
Attn: Luz Portillo
200 N. Spring Street, Room 303
Los Angeles, CA 90012

- Remuneration Form
- Undated Separation Letters (2)

II. Before your appointment is heard in committee or full council (you will be contacted by the Clerk's Office with this date):

- File the following forms with the City Ethics Commission. If you are required to file, you will receive these forms via email from that office. Be sure to take no more than 21 days to file, per City law.
 - Statement of Economic Interest ("Form 700")
IMPORTANT: The City Council will not consider your nomination until your completed form is reviewed by the Ethics Commission.
 - CEC Form 60

III. The Mayor's Office will notify the below Councilmembers of your nomination, so that they may reach out to schedule a meeting with you should they wish.

- ☐ Your City Councilmember Traci Park
- ☐ Councilmember John Lee, Chair of the Council Committee considering your nomination

IV. Public Meetings at City Hall:

- ☐ Public Safety Committee Hearing
- ☐ Full Council Hearing