

**The International Association of Chiefs of Police
40 Under 40 Award**

This award program is designed to recognize the 40 police professionals from around the world who demonstrate leadership and exemplify commitment to the police profession. Award winners will represent rising leaders in policing who are making a difference for their agencies, their communities, and the profession.

NOMINATION GUIDELINES

- Nominee must be between 18 and 39 years of age as of September 1, 2024.
- Nominee may be sworn or civilian and must be employed by a law enforcement/police agency (local, state, federal, university, transit, international, and so forth).
- Self-nominations are not permitted.

NOMINATIONS PROCESS

- Nominator to complete contact information (nominator, nominee, and head of agency).
- Nominator completes first two questions:
 - Why are you nominating this person for the award?
 - Share a specific instance or example that demonstrates the nominee's leadership, excellence, or commitment to law enforcement.
- Nominee answers questions 3-6
 - Why did you choose to enter a law enforcement career?
 - What motivates you?
 - Share any accomplishments you feel are relevant to this award.
 - Explain any additional information or circumstances that you feel will enhance your nomination for this award (optional)
- Gather all other application materials

APPLICATION MATERIALS

- Nomination form
- Nominee's resume or CV
- Signed chief executive acknowledgment
- Up to two letters of recommendation (Optional)
- High-resolution headshot of individual (in uniform for sworn officers)

International Association of Chiefs of Police
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Note: IACP reserves the right to withdraw any award if at any time information comes to light about an awardee that in the judgment of IACP would be detrimental to its own interests or to the award program itself; would reflect adversely on IACP, its mission, values and/or programs; or would otherwise, in the judgment of IACP, make it inappropriate or improper to confer the award.

SECTION 1 - NOMINATION FORM

To be completed by nominator.

Nominator Information

Name: Michelle Cave
Title/Role: Sergeant-Patrol Operations Division
Agency/Organization: Calgary Police Service
Address: 5111-47 Street NE Calgary AB Canada T3J3R2
Email: michelle.cave@calgarypolice.ca
Phone Number: 403-813-4725

Confirmation Contact Information

Please provide the contact information for the highest-ranking agency or jurisdiction official in the nominee's agency.

Name: Roger Chaffin
Title/Role: Chief of Police-Calgary Police Service
Email: roger.chaffin@calgarypolice.ca
Phone Number: 403-428-8406

Nominee Information

Name: Dan (Danny) Kim
Title/Role: Acting Sergeant of the Air Support Unit
Agency/Organization: Calgary Police Service
Address: 5111-47 Street NE Calgary, AB Canada T3J 3R2
Email: dan.kim@calgarypolice.ca
Phone Number: 403-567-4151
Birth Date: 1979-05-05

Limit responses to 250 words per question.

1. Why are you nominating this person for this award?

Acting Sergeant Dan (Danny) Kim is a 14 year member of the Calgary Police Service (CPS). He has worked patrol, in a specialized surveillance unit, and for the last 4 years as a Tactical Flight Officer (TFO) in the CPS HAWCS helicopter. What makes Dan stand out, apart from his dedicated years of service to the community, is the fact that he comes to work every day to do more and when he is not at work his focus is where it should be, and that is on his family. Dan is committed to each position he holds, but also to additional projects outside his job profile. For example, as a patrol officer, Dan complemented his street skills by becoming a firearms range officer. As a range officer he has committed countless hours of his own time assisting members with qualifications on handgun and shotgun. His patient demeanor is welcomed when he is assisting members that struggle with this important skill. He has also mastered the skill of lock picking and is working tirelessly to bring this technical skill to patrol members. This non-evasive entry technique would be a significant cost saving to the city. As a TFO Dan has become the

subject matter expert on thermal imagery and has instructed on numerous pilot and TFO courses for new members. He also commits hundreds of hours a year of his own time mentoring potential police applicants for the recruiting process, instructing on incident command courses, and explaining helicopter operations monthly to elementary school children through a CPS youth program.

2. Explain a specific instance or example that highlights your reason for nominating this person.

Dan is the perfect combination of a professional police officer combining tremendous skill with humility which makes everyone want to work around him. Because of these traits, in April 2017, Dan was chosen to take a long term Acting Sergeant position in the Air Support Unit. This unit is one of the most high profile within the CPS and one of the most highly regarded airborne units in North America. In taking on this role Dan is required to manage a 3.3 million dollar yearly operating budget as well as oversee 12 sworn and civilian members. Not unlike any other commitment Dan has made he has taken this role to another level. Often times people that are in acting positions just maintain the status quo until the confirmed sergeant takes over but status quo is not in Dan's vocabulary. In the last 10 months he has moved the unit forward overseeing the selection of 4 new members, implementing new scheduling which provides the helicopter to the street for more hours in a day and working on a proposal for the massive undertaking to acquire a new helicopter in 2019. During this time he has still maintained all of his extracurricular commitments on his own time. Regardless of the role Dan is in, he is a leader. People respect him, not because he commands respect but because he deserves it. I have not met a more committed member in my 29 years of policing and he is very deserving of this recognition.

SECTION 2 - NOMINEE QUESTIONNAIRE

To be completed by nominee. Limit responses to 250 words per question.

1. Why did you choose to enter into a law enforcement career?

My path to law enforcement began out of high school when I started volunteering at a local community station for the Edmonton Police Service. Initially I was drawn to law enforcement through my perception of what I thought policing was, in any young person's eyes. After I began volunteering, I was soon met with real-life examples, and mentors who showed me what working in public service really entailed. The commitment and dedication displayed by the men and women mentoring me, is what drew me to a law enforcement career. Ultimately, what attracted me to policing was the honor of working in service to my community; not for heroics, or recognition, but out of a desire to simply being a good person, doing the right thing, and hoping that would make a small measure of positive impact to the community.

2. What motivates you?

Intrinsically, my motivation comes from the desire of doing a job that I'm passionate about, and doing it well. I approach my duties with humility, and gratitude, and I believe that combining those qualities with an earnest attempt at doing the right thing is what makes the hallmark of a good police officer, a better leader, and most importantly, a decent human being.

Although many things motivate me to do my best, the greatest source of motivation is my family; in particular, my two sons - Brennan and Ethan. I'm continually driven, each day, to lay the foundation for my children to grow up into becoming hardworking, contributing members of their community. I want my sons to become gentlemen that define their lives by such values as compassion, integrity, humility, gratitude, and encompassing it all with a large zest for life. This is the life lesson that my wife and I continually press upon our children; in leading by example, our hope is that showing them the values of dedication, commitment, and tenacity will set them on the path of striving for excellence in everything they do.

3. Explain any accomplishments that you feel are relevant to this award.

I have been a member of the Calgary Police Service (CPS) for 14 years, with a combined total of 17 years of law enforcement experience. I've been fortunate to have been mentored by many people, with a variety of backgrounds, experiences, titles, ranks, and positions. I've learned from the examples of senior and junior partners, supervisors and trainees, instructors and students. I've modeled myself to emulate those colleagues that led by example, as informal leaders on the various teams that I've worked on. That, in turn, has enabled me in molding myself as an informal leader to others.

Throughout my career, I've continuously endeavored to reach new goals. Within my first 5 years, I worked in the role of an officer coach, a certified breath-technician, a firearms range officer, and a part-time member of our Public Safety Unit. My dedication to the job has afforded me opportunities of

working in a variety of different areas, from general patrol duties, to specialty positions working in covert surveillance, and as a Tactical Flight Officer working in airborne operations.

Most recently, I was provided the opportunity to work in the role as the Acting Sergeant of the CPS - Air Support Unit. This formal position of leadership is an assignment that comes with a high degree of responsibility, requiring strong managerial discipline in both the areas of supervisory ability, and administrative aptitude. While much of my professional development from this position has been met with challenge, the experience has been one of tremendous growth, both professionally, and personally.

4. (Optional) Explain any additional information or circumstances that you feel will enhance your nomination for this award.

In addition to the various positions I've held, I've had the fortunate experience of working with a number of training and instruction teams from various areas of my organization. Sharing my knowledge and skills, in something I was passionate about, was the catalyst that enabled me to discover a passion in teaching.

I have operated in the capacity of a formal instructor, teaching new members how to conduct covert surveillance; I have developed a course training standard through the CPS learning center in creating and instructing an updated map-reader course for the fixed-wing surveillance platform; I've maintained more than a decade experience as a range officer, offering informal training to members wanting to hone their basic firearms skills; I've completed coursework on thermography and obtained certification through the Airborne Law Enforcement Association, and in turn, became the unit expert in teaching thermography and thermal-imaging tactics to new up-and-coming Surveillance Flight Officers, and Tactical Flight Officers; I have also operated as a qualified lock-pick/technical entry member, specializing in lock-pick and lock-bypass for soft/technical entries. This is a unique skillset that has afforded me the opportunity of joining a lead instructor, and assisting him in teaching members of the CPS and two other services with basic lock-picking, and technical entry skills.

I am also an ambassador for the CPS recruiting unit, having devoted much of my personal time in assisting others with the recruit application process. I have shown dedication to this cause through countless hours of volunteering with the recruiting unit, conducting panel-board interviews for recruit applicants, and subsequently furthering this experience by helping people to prepare for their BDI panel interviews. To date, I have assisted over 8 applicants in successfully passing their panel interviews, and eventually getting hired by the Calgary Police Service.

In the past few years, I have volunteered many hours in representing the Air Support Unit to a wide variety of audiences ranging from recruit classes, school children, to adults attending the CPS- Citizens Police Academy. I continue to provide both service-wide and outside-agency lectures on airborne law enforcement operations, in addition to providing regular bi-weekly presentations to grade 6 students at the Youthlink Calgary Police Interpretive Centre- Police School; a program targeting at-risk children.

In closing, these are some highlights and examples of my commitment to the CPS, and to the citizens of my community. By taking immense pride in my job, and putting forward solid effort in conducting my duties to the best of my ability, I have been rewarded with opportunities that have propelled my career in ways I never could have imagined. In turn, I hope to make this an example for other members, both sworn and civilian, to make their careers equally as fulfilling.