



City of Concord Announces Mark Bustillos as Chief of Police

Concord, Calif. (March 24, 2020) -- Concord City Manager Valerie Barone today announced that she has hired Mark Bustillos to serve as the City's next Chief of Police. Bustillos, who will be sworn in on Monday, April 6, will replace retiring Chief Guy Swanger.

The community is invited to watch the ceremony at 8 a.m. on [Facebook Live](#), through [Concord TV](#) or via the City's website.

Bustillos comes to Concord from the San Jose Police Department, where he has served for 27 years, most recently as Deputy Chief of the Bureau of Administration.

"Mark is a proactive and creative problem solver with extensive community policing experience and strong leadership skills," said Barone. "I am confident that his positive, inclusive management style will serve the department and our Concord community well."

During his tenure with the San Jose Police Department, Bustillos had responsibilities in all aspects of running a department, including patrol, investigations and administration. In his recent role as Deputy Chief, he managed a team of 420 employees, sworn and civilian. Concord's Police Department has 154 sworn personnel and 57 civilian staff.

"Right now the men and women of the Concord Police Department are doing an outstanding job while working in very difficult circumstances, and I intend to step in and continue the leadership that Chief Swanger has shown," Bustillos said. "I am looking forward to getting to know the community and working with the men and women of the Department in building community relationships. We will get through the COVID-19 health crisis, and continue our mission to keep the community safe while delivering a high level of customer service."

Bustillos holds a B.A. in International Relations from Stanford University, a master's degree in Public Policy from Claremont Graduate School, and he is a graduate of the Senior Management Institute for Police through the Police Executive Research Forum.

During the recruitment process, the City of Concord issued a community survey to ask residents and members of the business community what they are looking for in their next Chief. More than 350 people responded and said their top two desired traits are:

“Knowledge of and experience with policing best practices for solving problems and enhancing public safety;” and

“Ability to integrate and build relationships throughout the whole Concord community, becoming an active member of the community.”

The input from this survey helped guide the recruitment and selection process.

The mission of the Concord Police Department is to provide the highest quality police services to enhance community safety, protect life and property, and reduce crime and the fear of crime. The Department works together in partnership with the community and City employees to resolve problems and improve the safety and quality of life for all.

Human life, employee value, community service, problem solving, professionalism, and integrity are the values that guide the Department every day in accomplishing its mission. The Department is organized into three Divisions: Field Operations, Investigations, and Administration.

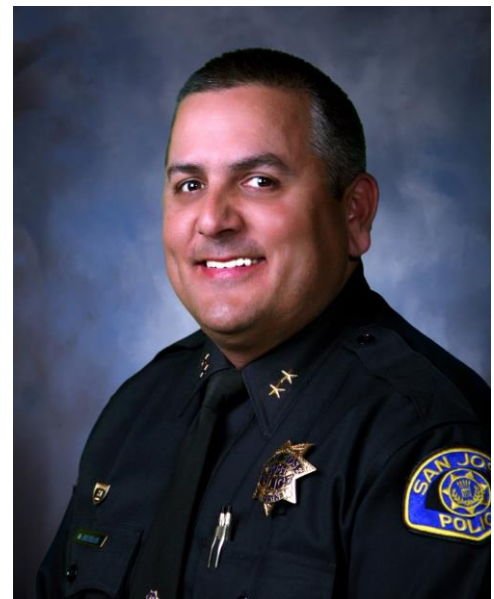
The Concord Police Department also oversees dispatch (including for the neighboring community of Clayton), emergency preparedness for the City, a Volunteers in Police Service program with over 100 members, City code enforcement, and a jail.

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Bustillos Bio

Mark was born and raised in San Jose. He attended public high school in San Jose before obtaining his Bachelor of Arts in International Relations from Stanford University and his Master’s of Arts in Public Policy from Claremont Graduate University. He is also a graduate of the Police Executive Research Forum’s Senior Management Institute for Police.

Mark first joined the SJPD because he wanted to give back to the community that was his home. He joined the Department in 1992 where he worked a variety of assignments that included Patrol, Narcotics Enforcement , Mobile Emergency and Response (SWAT) and the Field Training Unit. In 2002, Mark was promoted to the rank of Sergeant, serving in patrol, and later in the Office of the Chief-Internal Affairs and the Special Investigations Unit. He was promoted to the rank of Lieutenant in 2008 as was assigned to positions as the watch commander in the Southern, Western and Central Divisions. In 2011, Mark was promoted to the rank of Captain and served as the Division Commander in the Foothill and Western Divisions prior to being assigned to oversee the Bureau of Investigations. He was promoted to Deputy Chief in 2016 and assigned to the Bureau of Administration where he oversaw the hiring of 300 recruits as well as the Police Academy, Records and Communications division.



As a leader, Mark believes strongly in collaboration and inclusiveness, both internally and externally, and the essential role this plays in building organizational and community confidence in the services performed by the men and women of the police department. He is excited at the opportunity to lead the men and women of the Concord Police Department. Though times are unsettling, he believes the Concord Police Department has the strength and fortitude to handle all that will be thrown at it.

Mark has two sons. One works as an engineer in the aerospace field and the other is finishing his junior year in college. He has been married for 26 years to his wife Carrie. He enjoys traveling, fishing and following Stanford sports. In his spare time he likes to umpire baseball and assist non-profits with getting first generation children to college.