

October 11, 2019

Ralph Andersen & Associates
5800 Stanford Ranch Road #410
Rocklin, CA 95765
Attn. Robert Burg

Dear Mr. Burg,

It gives me pleasure to provide my resume for the position of Chief of Police of the Columbus Division of Police. I have served our diverse citizen population within Baltimore County for the past 24 years, working my way through the ranks. My current police agency is the 23rd largest agency in the United States, with an authorized strength of 1,914 officers. We patrol a large metropolitan area covering 612 square miles and 175 waterfront miles. In 2018, our officers responded to 668,820 calls for service. We handled 26,169 Part I Offenses and 33,058 Part II Offenses. Also, in 2018, our officers responded to 27 homicides, which were down 22% when compared to the prior year.

I have been part of the executive leadership team for 12 years. As a Captain, I commanded the Towson Precinct, where the County Seat is located. I quickly obtained a greater understanding of the political aspects of policing by interacting with politicians, community constituents, and the Fraternal Order of Police. I also learned the importance of collaborating and coordinating with other county government agencies to address issues within the community.

As a Major, I oversaw all 10 precincts (1,330 officers). This was the first time in the history of the Police Department that one person oversaw the 10 precincts, which I did for 4 years. As the Area Major, I was responsible for developing all crime deployment strategies. In 2014, the Police Department saw the lowest crime numbers in 39 years. We haven't seen the crime rate that low since the 1970s. As a result, I received the Chief's Award.

After being promoted to Colonel I was assigned to serve as the Bureau Chief of Operations. In that position I led three-quarters of the agency for 3 years. I had 1,550 employees within my bureau. I was responsible for overseeing the day to day operations of the police department including the deployment of resources and strategies to address crime trends within the community. I oversaw major incidents such as barricades, hostage negotiations, and other critical incidents. During both my time as Area Major and as Bureau Chief of Operations, the Police Department saw a reduction in crime and came in under budget.

As a leader, I understand the importance of formal education and continuous leadership development. I have attained my Master's Degree in Criminal Justice and attended the best executive leadership training offered throughout the country. These have included training programs offered to assistant chiefs to prepare them for a chief's position. I have attended the

SMIP, Major Cities Chiefs Association Leadership program, Southern Police Institute, the FBI LEEDA, and Leadership Baltimore County. Through these selective leadership programs I have been exposed to mentorship and have been able to establish relationships with Chiefs from all parts of the country and Canada. As a result I have been exposed to the strategies that police are using countrywide to address gun violence, mental illness, and opioids. I have participated in forums on de-escalation, building trust with the community, and the importance of having a workforce reflective of the community served.

Currently as the Bureau Chief of Community Relations, I oversee the Community Resources and Wellness Section, and the Youth and Community Service Section. The focus of this bureau is on community relations and building trust within Baltimore County. Under my leadership, our team has begun to implement strategies from 21st Century Policing guidelines.

For detailed information about my work history and experience, please see my attached resume. I appreciate your willingness to consider me for the position of Columbus Chief of Police. I look forward to hearing from you to discuss this position in depth.

Sincerely yours,

Alexander Jones

ALEXANDER D. JONES

PROFILE

Law enforcement professional with 24 years of progressive experience in directing and leading law enforcement goals and objectives

Manager with 15 years of experience overseeing personnel, facilities, equipment, and budgets

Skilled communicator with excellent interpersonal, oral, and written presentation skills

Leader experienced in organizing, directing, and motivating a diverse workforce

Goal oriented with a proven track record of effective, strategic, and responsible management of human and financial resources

Team-oriented approach to foster an atmosphere of inclusion and to develop broader team skill set to accomplish missions

EDUCATION

Master of Science, Criminal Justice

April 2010

Ashworth College, Norcross, Georgia

Bachelor of Science, Business Administration

May 1991

University of Hartford, West Hartford, Connecticut

PROFESSIONAL EXPERIENCE

- **FBI- Law Enforcement Executive Development Association- Trilogy Grad. (2019)**
Selected as agency representative to attend this three-week seminar designed for an executive level law enforcement leader which focused on the implementation of 21st Century Policing Report, building public trust and legitimacy, employee wellness, social and emotional intelligence, and transformational leadership.
- **Major Cities Chiefs Association Executive Leadership Institute - Session V (September 2017)**- Participated in the leadership program spread over a seven-month period of time aimed at developing assistant chiefs who have a strong desire to become a police chief or sheriff. The program was taught by current and former chiefs. Each graduating member was assigned an experienced MCCA chief executive to serve as their mentor.
- **Major Cities Chiefs Association (MCCA) Conferences**- Attended several conferences with the MCCA. The professional organization comprised of police executives representing 78 of the largest cities in the United States and Canada. The purpose of the conference is to provide a unique forum for law enforcement executives to discuss mutual policing issues, to exchange new crime-fighting strategies, share information, and to formula criminal justice policies that affect urban communities.

- **The Southern Police Institute Chief Executive Leadership Course. The University of Louisville, Department of Criminal Justice College of Arts and Sciences-** This course exposed participants to the key elements needed to be successful as a chief of police/head of a law enforcement agency. A variety of topics and techniques were covered that prepared participants to engage in management styles that foster a rewarding and successful career as a police chief. The focus of the training served to facilitate executive-level decision-making techniques that will lead the participants down the road to success.
- **Senior Management Institute for Police (SMIP), 56th Session (June 2014). Boston University and Police Executive Research Forum (PERF)-** SMIP brought together police executives from around the country to provide intensive training in the latest management theories and practice, innovative solutions to organizational problems, and discussion of important issues in managing public service organizations effectively. The program's goal is to give police managers the same quality of management education available to other leaders in the public and private sectors.

BALTIMORE COUNTY POLICE DEPARTMENT TOWSON, MARYLAND 21286
October 1995- Present

Police Colonel

2018-Present

Chief of Community Relations Bureau

- Manage newly created/reorganized bureau which consists of the Youth and Community Service Section, Community Resources and Wellness Section, Homeland Security Team, Behavior Assessment Team, Hostage Negotiation Team, Safe School Management Program, Youth Initiative Team, Domestic Violence, and Multi-Cultural Liaison
- Formulate policies, regulations and programs to address community engagement, mental health response, juvenile crime, and officers' wellness within Baltimore County.
- Establish, manage and provide guidelines for leadership for all components of the bureau to ensure the effectiveness and efficiency of service provided to the citizens of Baltimore County.

Police Colonel

2015 - 2018

Chief of Operations Bureau

- Delivered community policing services to a diverse population of approximately 832,000 residents in ten Precincts, covering 725 square miles
- Oversaw the Patrol Division, Special Operations Division and Youth and Community Service Section
- Responsible for the management and leadership of 1,550 sworn and civilian employees
- Oversaw the day-to-day operation of the Police Department, and directed patrol strategies and deployment
- Developed, enforced, and implemented Department policies, rules, and regulations
- Established a working relationship with the Fraternal Order of Police and government officials to resolve issues within the Department and communities
- Assumed command of the agency in the absence of the Chief of Police

Police Major**2011 - 2015****Patrol Division Commander**

- Responsible for the management and leadership of 1300 sworn and civilian employees
- Successfully directed patrol strategies and deployment. Achieved a consistent 3-year reduction in violent crime
- Oversaw the Court Liaison Program. Implemented policies to reduce overtime expenditures.
- Acted as a liaison with Baltimore County Detention Center
- Providing patrol and selected investigations to the entire area of Baltimore County
- Assisted the Bureau Chief with developing, enforcing, and implementing Department policies, rules, and regulations
- Assumed command of the operations in the absence of the bureau chief
- Established policies and procedures for the implementation of the Taser Camera HD program
- Chaired administrative hearing boards
- Chaired the department's award committee

Police Captain**Precinct Commander****2007 - 2011**

- Established, developed, and maintained liaison with community and business organizations and implemented community-oriented policing objectives to resolve problems
- Managed the day-to-day operations of a police precinct staffed by 130 officers
- Developed strategic plans, policies, and procedures to ensure efficient operations
- Oversaw the implementation of Live-Scan and Field Base Report within the command
- Implemented Data-Driven Approach to Crime and Traffic Safety in areas of the precinct
- Successfully directed patrol strategies and deployment over 4 years consistently showing a reduction in robberies, burglaries and auto thefts
- Enhanced collaborative relationship with local universities, including Towson University and Goucher College
- Established a task force to address off-campus student behavior within the community
- Reviewed and approved operational plans for special events and crime enforcement initiatives

Police Lieutenant**2004 - 2007****Shift Commander**

- Supervised teams of officers and supervisors who responded to 911 emergency calls for service
- Managed public safety emergencies, directed operations at large scale crime scenes, developed and implemented strategies to respond to emerging crime trends
- Prepared, reviewed, and approved performance appraisals for subordinate supervisors and officers
- Established performance objectives for the supervisors and officers

Police Sergeant**2001 - 2004****Patrol Supervisor**

- Supervised a squad in the Patrol Division including personnel and resource engaged in field operations
- Reviewed crime reports and conducted roll calls of personnel
- Ensured all county, state, and federal laws were enforced and all department rules and regulations were followed
- Mentored and trained officers

Police Corporal**1999 - 2001****Assistant Patrol Supervisor**

- Assisted the squad supervisor in the Patrol Division with the deployment of personnel to address crime trends
- Reviewed crime reports and conducted rolls call of personnel
- Ensured all county, state, and federal laws were enforced and all department rules and regulations were followed.

Internal Affairs Corporal Detective**1999 - 2001**

- Investigated complaints filed against police officers by citizens
- Documented findings of thorough investigations and submitted reports to the commanding officer for review
- Supervised two detectives who investigated prisoner complaints at the Baltimore County Detention Center

Police Officer**1995 - 1999**

- Responding to calls for service
- Enforced all county, state, and federal laws
- Engaged the community in problem-solving through community-oriented policing

PROFESSIONAL DEVELOPMENT

- Leadership Baltimore County
- Law Enforcement Bill of Rights Training for Hearing Board Members
- Incident Command Structure through the Federal Management Emergency Agency
- All-Hazard Incident Management Team
- NIMS ICS All Hazard Operation Section Chief
- Emergency Response to Domestic Biological Incidents
- NIMS Incident Command System -120, 200, 300, 400,700, 703, 704, and 800.b
- Command and General Staff Functions for Local Incident Management Teams
- Interview and Interrogation School
- Basic Criminal Investigation School
- Level 1 Crash Investigation, Speed Chronograph, and Radar Schools
- Search and Seizure School
- Drug Enforcement for the Patrol Officer

- Financial/Technology Crime School
- Child Abuse Investigation School
- Mobile Field Force Tactics School

PROFESSIONAL AFFILIATIONS

- International Association of Chiefs of Police
- Major Cities Chiefs Association
- Maryland Chiefs of Police
- American Society of Evidence-Based Policing
- Anti-Terrorist Advisory Council Executive Committee
- Anti-Terrorist Advisory Council Plenary
- National Organization of Black Law Enforcement Executives
- Police Executive Research Forum
- Leadership Baltimore County Alumni Association
- Baltimore Regional Incident Command Team

AWARDS

- Baltimore County Branch of NAACP Trailblazer Award- Award received for showing exemplary leadership abilities and being an advocate for equal rights (October 2017)
- Departmental Chief's Award- The award was bestowed by the Chief of Police for my vision, leadership, flexibility, tenacity and dedication to the implementation of the Body Worn Camera Program (January 2017)
- Islamic Society of Baltimore Appreciation Award- Award receives for my contributions and exemplary service provided to the Muslim community (July 2016)
- Departmental Chief's Award- In 2014, Baltimore County experienced a 7% reduction in crime, bringing crime to the lowest volume in 39 years, while remaining under budget. As a result of my leadership and commitment, the Chief of Police recognized my achievements (August 2015)

VOLUNTEER WORK

- Big Brother Big Sister of Central Y Programs Board Member
- Coach AAU girls basketball with the Maryland Lady Comets