

Edward C. Jackson

6101 Fairdel Avenue Baltimore, Maryland 21206 – (410) 419-0142 edjack717@gmail.com

June 4, 2019

Attention: Ms. Teresa Sutherland, City Manager
City of Annapolis
160 Duke of Gloucester
Annapolis, Maryland 21401

Re: Police Chief

Dear Ms. Sutherland,

I am a third-generation resident of the State of Maryland where my family's roots span back more than 80 years. Like them I have devoted my life to making this state a home for me and my family. In my youth I attended the Baltimore City Public School System, finishing as a graduate of Mergenthaler Vocational Senior High School.

At an early age I choose to energetically serve and protect the individuals who live, work, and visit the City of Baltimore. I began my career in public service over 35 years ago as a member of the Baltimore Police Department. At that time I became intimately familiar with the difficulties associated with administering quality crime prevention programs at a reasonable cost. My search for ways to improve this delivery system led me to acquire a B.S. in Criminal Justice from Coppin State University, and a M.S. in Applied Behavioral Sciences from Johns Hopkins University. During my Bachelor's degree program, I was promoted to the rank of Sergeant. While working in that capacity I was assigned to the Research and Development Bureau. That role provided me with the opportunity to work on a project where the Baltimore Police Department received a designation as a Police Athletic League chartered location through the National Association of Police Athletic Leagues.

From there I continued to be promoted through the ranks of the Baltimore Police Department achieving the rank of Colonel before my retirement. During my career I was responsible for creating and implementing strategic operational programs, coaching and developing employees, and managing business services. I also represented the organization at business and community association meetings, and worked with elected officials to resolve community problems. After retiring, my experience as a Senior Police Administrator afforded me the opportunity to work in academia as the Program Director and Assistant Professor of the Criminal Justice Program at the Baltimore City Community College. Since 2017, I have been appointed to two positions that were mandated under the Department of Justice's Federal Consent Decree. The first one was serving as a member on the Community Oversight Task Force which is charged with making recommendations for strengthening police accountability and police-community relations in Baltimore City. The second was my return to the Baltimore Police Department as the Chief of the Office of the Inspector General.

Throughout my career I have had the opportunity to participate in the following professional development programs: Greater Baltimore Committee – The Leadership program, the Police Executive Research Forum -Senior Management Institute for Police, the Association of Inspector General's certification program, and the Johns Hopkins University Police Executive Leadership Program.

I am excited to have the opportunity to meet with you today for an interview to learn more about your needs and expectations for the Annapolis Police Chief position, as well as provide you with more insight into what I can contribute to your team. I have included a copy of my resume for your review. Again, thank you for your time and for the chance to participate in this process.

Regards,

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SENIOR POLICE ADMINISTRATOR – EXECUTIVE LEADERSHIP

Proven senior law enforcement executive with more than thirty-five years of professional experience in the theoretical and practical applications of police administration, operations, and management. Served in pivotal roles in helping large-sized organizations develop and implement sustainable youth crime prevention programs, strategic operational programs that assisted in reducing violent crime, and training and professional development programs to produce high performing employees. Naturally adept at connecting with diverse audiences while keeping stakeholder's needs in mind. Active in teaching and consulting on how to implement organizational management programs for optimal business success.

Career highlights include:

- ✓ **Developed a youth crime prevention program** that resulted in the Baltimore Police Department receiving a designation as a chartered Police Athletic League location, providing alternative activities for 7,500+ children citywide.
- ✓ **Proposed and managed the final organizational budget** in the amount of \$300 million annually for a 3,000-member local police department.
- ✓ **Appointed to two positions responsible for police accountability** under the Department of Justice's federal consent decree: Community Oversight Task Force member, and Chief of the Office of the Inspector General.

PROFESSIONAL EXPERIENCE

BALTIMORE POLICE DEPARTMENT

2018 – 2019

Inspector General, Office of the Inspector General, Baltimore, MD

2018 – 2019

Provides agency-wide oversight of police department administrative and operational practices by conducting audits, internal investigations, program integrity and systems test, ensuring ethical and regulatory compliance, and overseeing institutional review boards.

- Oversees the management of a 110+ civilian and sworn member staff, and worked with members of the City Council to increase our operating budget to \$10 million+ per year
- Led 30+ internal audits and inspections which have identified approximately \$2 million+ in fraud, waste, abuse and mismanagement of resources, along with OSHA violations, and gaps in policy and system failures
- Conducted 75+ interviews and presentations with internal personnel, community groups and elected officials to explain the work that the Office of the Inspector General will be performing to ensure that accountability systems are in place to reduce fraud, waste and abuse

BALTIMORE CITY COMMUNITY COLLEGE

2005 – 2018

Program Director & Assistant Professor, Criminal Justice Program, Baltimore, MD

2005 – 2018

Oversaw the management and operations of a college level Criminal Justice program that provides instruction and services to traditional and adult learners from around the city at the former Harbor Campus, the Liberty Heights campus, and at the Baltimore Police Academy.

- Managed a staff of 10 – 15 adjunct professors per semester and an annual operating budget of \$200,000
- Provided instruction in introductory and intermediate level criminal justice courses to 3,500+ students in 13 years as an educator with a 87% program completion and graduation rate
- Produced content for the McGraw & Hill Criminal Investigation Textbook 11th edition as a contributing subject matter expert

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BALTIMORE POLICE DEPARTMENT

2002 – 2004

Colonel, Administration Division, Baltimore, MD

2002 – 2004

Presided over all administrative and business service functions of the organization to include: Personnel, Finance, Legal Affairs, Education and Training, Facilities and Fleet maintenance, Central Records, Record Management Systems, Planning and Research, Administrative Trail Boards, Communications and Community Affairs.

- Oversaw the management of a 600+ civilian and sworn member staff, and an annual operating budget of \$300 million
- Developed and implemented initiatives that led to the hiring of 350+ police officer trainees and cadets with a 93% police academy completion rate
- Responsible for the procurement and maintenance of 800+ vehicles, and 15+ buildings citywide, and ensuring that funding for capital improvements were allocated to the department for upgrades

Major, Community Affairs Sections, Baltimore, MD

2001 – 2002

Commander of the department's youth programs, and board member for the Mayor's Office on Youth, Children and Families. Directed all community outreach activities to support the agencies crime prevention strategy through partnerships with schools, churches, businesses, residents and community associations. Worked with Baltimore City Public Schools and the Johns Hopkins School of Hygiene and Public Health to address truancy, school and community violence, and strategies to address violence intervention for children and youth who were exposed to high levels of violence in their home or community.

- Responsible for the management of a 130+ civilian and sworn member staff and an annual operating budget of \$750,000
- Managed the crime prevention programs and personnel operating out of 27 neighborhood Police Athletic Centers citywide
- Led a series of charitable campaigns where the Community Affairs Section raised approximately \$150,000 per year from residents and philanthropic organizations to support youth and crime prevention programs for 7,500+ children

Lieutenant, Administrative and Operations Bureau, Baltimore, MD

1995 – 2001

Served as an aide to the Police Commissioner and the Deputy Commissioner of Administration. Liaison with the Mayor's Office and the City Council in responding to constituent issues. Managed the daily operations of both offices to include conducting policy analysis, authoring inter-departmental memos, reviewing transfer and promotion list, and fielding media inquiries. Performed the task of managing patrol and investigative operations in two districts.

- Led a 45-member police patrol shift and provided guidance on the handling of 200,000+ calls for service and investigations
- Implemented a community accountability policing strategy that helped to reduce violent crime by 44% in the Eastern District, and 57% in the Northwestern district
- Attended 200+ business and community association meetings to present information on district crime prevention initiatives and to receive feedback on criminal activity in the community to work with residents to apprehend suspects

Sergeant, Administrative and Operations Bureau, Baltimore, MD

1993 – 1995

Assisted the Bureau Chief of Administration with developing a strategic plan to implement a citywide youth crime prevention program in the Baltimore City Public School System. Managed a police patrol sector, the neighborhood services units, and a district detectives unit.

- Managed a 15-member police patrol squad and assisted members in the handling of 45,000+ calls for service and investigations
- Responded and provided direction to personnel on 1,000+ crime scenes
- Responsible for handling all citizen complaints and ensuring that calls for service and investigations were handled appropriately, approximately 3% of total calls for service result in a citizen complaint

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Police Officer/Criminal Investigator, Operations Bureau, Baltimore, MD

1983 – 1993

Assigned to the uniform patrol division where I conducted foot and mobile patrols to provide security and education to residents and business owners on how to better protect themselves, and secure their properties against criminals. Worked in neighborhood services where I was a youth advisor in the Police Explorers program. I served as a detective in the Organized Crime division where we investigated drug and other violent crimes.

- Served as a criminal investigator on a task force that used crime analysis data and a multi-facet strategy to help reduce violent crime by 34% in the Northeastern and Eastern Districts
- Responded to 30,000+ calls for service and investigated crimes of a criminal and civil nature
- Authored 5,000+ legal documents such as incident reports, civil citations, arrest warrants, and search and seizure warrants

EDUCATION

CAPELLA UNIVERSITY, Minneapolis, MN

Pending

PhD Candidate, Public Safety Leadership, Coursework Complete

Dissertation: *The Impact of Absentee Father's in the Lives of their children as it relates to crime, delinquency, and anti-social behavior*

JOHNS HOPKINS UNIVERSITY, Baltimore, MD

1996

MSc, Applied Behavioral Sciences, Concentration in Community Development May 1996.

COPPIN STATE UNIVERSITY, Baltimore, MD

1993

BS, Criminal Justice, Concentration in Sociology May 1993.

ADDITIONAL

- **Significant Incidents in Leadership:** Johns Hopkins Emergency Room Hostage Barricade; Howard Street Tunnel Fire; Patterson Park Hostage Barricade; Two High Profile Police Involved Shootings
- **Committee Memberships:** Department of Justice - Community Oversight Task Force; Baltimore City Community College: Public Safety Committee and Education for Teaching Certification Advisory Board; Mayor's Office of Youth, Children and Families; Johns Hopkins School of Public Health – Child Development Community Policing Partnership; Shepherd Pratt Health Systems
- **Management Training:** The Association of Inspector Generals – Inspector General Certification, Greater Baltimore Committee – The Leadership Program, Police Executive Research Forum – Senior Management Institute for Police, Maryland National Guard – Leadership School
- **Professional Memberships:** International Association of Chiefs of Police, Greater Baltimore Committee Leadership Alumni Association, Retired Benevolent Association, National Black Police Association, Omega Psi Phi Fraternity
- **Published Author:** McGraw & Hill *Criminal Investigation Textbook 11th edition*