

Anthony Morgan

Objective: Highly motivated Police Executive with a track record of transforming police organizations. Experienced in identifying current best practices and implementing them within an agency. Experienced in building and leading high performing leadership teams that succeed through a culture of performance, collaboration, and engagement. In a complex and demanding environment, I have provided vision, purpose to front line staff that face the challenge of providing service to all stakeholders. Initiated several programs to improve the relationship between law enforcement and the community we serve.

Skills:

Public Safety & Security · Project Support · Quality Assurance · Case Management · Customer & Employee Relations · Information Confidentiality · Training · Policy & Regulatory Compliance · Management & Program Analyst · Document Recording & Filing · Senior Management Advising

Work Experience

Chief of Police

Mount Rainier Police Department
3249 Rhode Island Avenue
Mount Rainier, MD 20712

02/19 – Present

S: L. Gatling
P: 301.458.5088 May contact
40 hrs/w

Duties: Oversees and manages life cycle police activity: community relations, personnel performance, scheduling, prioritizing, budgeting, program development/implementation, administration, property accountability, and facilitates compliance. Coordinates with local and state agencies to ensure increased visibility, encourage communication, and program success. Develops and maintains effective communication with elected officials. Serves as the overall liaison for police and community working relationships; developing programs in the community to rebuild trust with the public. Designates staff to appropriate work areas according to demand and utilizes resources to meet staffing requirements. Analyzes assignments and determines “best-fit” in accordance with personnel capabilities. Controls the assessment center process for internal promotions. Organizes with counselors and other facility personnel to reduce opportunities for subordinate misbehavior; recommending appropriate corrective measures as needed. Creates operations and investigative procedures necessary to manage 24-hour operations. Collects data on areas of responsibilities and strategically places officers in locations to gather real-time information; created an investigation bureau as a result of success. Generates detailed reports of completed work activity, statistics, and statuses for future operations and executive leadership. Accounts for all property and equipment as the facility coordinator; spearheading various internal and external projects including: upgrading parking meters, initiating repairs and improvements to the evidence and property room, and directing infrastructure improvements to create functional workspaces. Plans, organizes, and administers financial resources; monitoring funds, tracking vendor contracts, and meeting procurement requirements. Served as an Interim City Manager/Mt. Rainier Maryland Oct 2019 to Nov 2019; managing day-to-day operations of the city.

Select Accomplishments:

- Implemented new systems to ensure the elimination of fraud and biased based behavior.

- Reconstructed the police department and implemented new processes: updating policies/procedures, redesigning vehicle decals, providing training, implementing an automated speed camera program, and increasing overall productivity.
- Assisted in implementing a newly created program to assist residents during COVID-19; providing 3,000 free meals per week to residents.

Director of Public Safety/Chief of Police

Covington Division of Police
333W Locust Street
Covington, VA 24426

02/18 – 02/19

S: Richard Douglas
P: 540.965.6303 May contact
40 hrs/w

Duties: In charge of planning, developing, obtaining approvals, and directing services for citizens; managing 120 employees including Police, Fire, and Emergency Medical Services (EMS). Designed and published plans and procedures for implementation of policies with instructions for all services. Analyzed functional areas for improvement opportunities and provided timely guidance to all departments. Built the Covington EMS department, including attaining license through the Virginia Office of Emergency Services (VOEMS), selecting the EMS Chief, hiring 26 staff members, and sitting on the Western Virginia EMS board. Coordinated and directed services provided by police and fire including area coverage, investigation procedures, emergency management actions, and administrative support while providing professional assistance to city management staff to synchronize community activities and programs. Supported the police department by: starting a vehicle camera and mobile data terminal program for patrol cars, assembling a K-9 team/emergency response team, developing initiatives for community and police relations, and improving physical readiness by building a fitness center. Conducted various risks analysis to ensure emergency management planning and response actions were in-line with requirements. Identified shortfalls and limitations and recommended methods to increase capabilities. Performed inspections and assessments to improve quality and efficiency of work tasks; writing comprehensive reports for leadership. Completed an organization restructure to meet the needs of the community by constructing a rank structure reflective to the department's needs; resulting in significant cost savings. Examined the budget review and vendor selection process; updating practices to reduce overall cost for acquisition and contractor services. Attended conferences, events, and meeting; providing information on all aspects related to local services to the community.

Select Accomplishments:

- Successfully managed a budget valued over \$4M with zero loss or accountability issues.
- Created over 150 new polices to push the agency towards meeting state accreditation requirements.
- Established a new organizational culture by submitting a comprehensive response to a prior agency assessment, influencing a positive and dynamic change.

Senior Shift Lieutenant

Kalamazoo Department of Public Safety
105 E Crosstown Parkway A
Kalamazoo, MI 49001

08/03 – 02/18

S: Dave Thomas
P: 269.806.2862 May contact
40 hrs/w

Duties: Performed multifunctional tasks under various job titles: Patrol Officer, Enforcement Team Investigator, Road Patrol Sergeant, Service Division Sergeant, and Senior Shift Lieutenant. Managed the force by teaching, coaching, and mentoring subordinates; setting expectations, priorities, and monitoring progression through completing performance reviews. Completed all duties stated in the Statement of Work and Post Orders. Planned work to be accomplished by subordinates, set and adjusted priorities, and scheduled employees for various shifts. Interpreted

correspondence from higher and disseminated/implemented information to subordinates, including installation emergency plans. Served as the point-of-contact for critical notes, updates, and status reports. Evaluated work areas to review employee performance; communicating with the force to ensure understanding in their immediate role in protection and serving the community. Enforced appropriate laws in accordance with jurisdictional areas, making decisions according to the nature of crime assessments. Utilized computer systems to prepare management reports, develop files, review/approve requests, and track employee performance. Met all deadlines for time sensitive documents. Handled employee issues, concerns, corrective action, and disciplinary matters. Focused on a team-based approach in building community relationships; reducing gang violence: 91 crowd complaints in FY14 to 11 in FY15, shots fired complaints from 52 in FY14 to 38 in FY15 and fighting complaints from 192 FY14 to 145 FY15. Investigated violent street crime and drug crimes at the state and federal level. Responded to countless calls for service; maintaining a proactive perception toward solving complex issues. Gained a unique perspective to managing complex incidents for the largest police, fire, and medical responder organizations in the United States.

Select Accomplishments:

- Supervised 4-7 Sergeants every shift with 17 road patrol officers and 10 engine operators; resulted in being recognized for the highest performance platoons.
- Initiated a Police Athletic League FY17 that influenced a future partnership with Michigan State University and urban youth; enabling students to earn college credits and admission through a golf curriculum.
- Identified in news articles for exemplary service: New York Times, Encore Magazine, Kazoo Connect, Kalamazoo Gazette, and Goodcop.org.

Education

12/03 Bachelor of Science in Criminal Justice
North Carolina Central University, Durham, NC 27707

Executive Level Training

Grand Rapids Leadership Institute.
Southern Police Institute Chief Executive Leadership.
Northwestern School of Staff and Command class 480.
State of Maryland Chief Executive Leadership.

Honors Awarded

Recognized by North Carolina Central University as one of the top 40 under 40 leaders in 2020.
Recognized by the International Association of Chiefs of Police as one of the top leaders under 40 in 2020.
Received awards from the City of Mount Rainier after instituting significant police reforms.
Received numbers commendations during my tenure at the Kalamazoo Department of Public Safety.

Featured in several articles and news stories to include:

<https://www.kzooconnect.com/blog/secret-superhero?view=old>

<http://www.dailytribune.com/general-news/20150921/the-good-cop-website-tells-positive-police-stories>

<http://www.encorekalamazoo.com/getting-know-you>

<https://www.nytimes.com/2016/07/19/nyregion/black-police-officers-feel-the-inner-tug-of-a-dual-role.html>

<https://kalamazoopublicsafety.org/2017/06/29/police-athletic-league/>

<https://www.wsls.com/news/2018/04/03/new-covington-police-chief-focuses-on-community-policing/>

Other Information

Progressed through a series of increasingly responsible management positions throughout career. Proficient at office automated tasks and Microsoft Word, Excel, and PowerPoint. Possesses excellent ability to operate in fast pace high-risk environments, combined with sage leadership skills, up-to-date technical knowledge, and critical thinking/analytical abilities. Able to train and develop teams to operate at highest levels. Developed a track record for transforming police organizations, identifying current best practices and implementing them within an agency. Implemented several programs to improve the relationship between law enforcement and the community.

AFFILIATIONS (Past and Present)

- International Association of Chiefs of Police (IACP)
- National Organization of Black Law Enforcement Executives (Noble)
- Prince Georges County Police Chiefs Association
- Maryland Police Chiefs Association
- Blue Ridge Police Chiefs Association
- Virginia Police Chiefs Association
- Black Emergency Managers Association (BEMA)