

Eric David Hawkins

April 13, 2021

Robert Burg
Ralph Andersen & Associates
5800 Stanford Ranch Rd #410
Rocklin, CA 95765

Dear Mr. Burg,

Please accept my resume in application for Chief of Police for the City of Akron.

I have over thirty years of law enforcement experience and currently serve as the Chief of Police in the City of Albany, New York. Albany is the capital city of the state of New York and has a population of about 98,000 residents. Prior to accepting the position in Albany, I served for many years as the Chief of Police in the City of Southfield, Michigan. The Albany Police Department has over 500 employees (341 sworn officers and 170 civilians) and an annual budget of about \$60 million. Albany operates under a Mayor-Council form of municipal government in which the Mayor has strong powers. Both Michigan and New York, like the state of Ohio, have strong police unions with collective bargaining agreements that govern working conditions, pay and benefits, and discipline.

Akron's next police chief must be reform-minded, community-oriented, and be a proponent of equitable and community-focused policing. Akron will also require its next chief to be accessible and transparent and have a reputation for building partnerships between the Department and the community to address crime and quality of life issues. Accountability, transparency, and fairness are also critical.

Akron deserves a police chief who embodies those qualities. A chief with strong leadership skills and keen social and political awareness instincts. A chief who values diversity and understands that law enforcement agencies must improve relations with communities of color. A chief who understands that the police department must work closely and collaboratively with other municipal departments for the good of the overall Akron community. My qualities and professional experiences appear to be a match for what Akron is looking for in its next chief.

Thank you for taking the time to review this cover letter. I understand that there is much more to discuss. In the meantime, please see my enclosed resume with more details regarding my professional experiences and accomplishments. I look forward to talking with you soon.

Sincerely,

Eric D. Hawkins

Enclosure

SUMMARY OF QUALIFICATIONS

- Over 30 years of law enforcement experience, including over 18 years in an executive law enforcement capacity.
- Over nine years experience as a chief of police in police departments in Michigan and New York.
- Currently serves as Chief of Police of a multi-cultural and diverse state capital community of over 98,000 residents.
- Extensive experience overseeing multi-million-dollar operational budgets in a fiscally responsible manner.
- Diverse career development path that was shaped by experiences in executive training schools, non-profit organizations, and law school.

PROFESSIONAL ACCOMPLISHMENTS

ALBANY POLICE DEPARTMENT

- Oversaw the research and implementation of an internationally recognized police Therapy Dog program.
- Oversaw the acquisition of drones for use in police operations.
- Restructured the executive command structure to allow for more accountability and professional development opportunities.
- Restructured the Neighborhood Engagement Unit to a facilitate a Team-Policing approach involving Road Patrol and Neighborhood Beat Officers.
- Co-chaired, along with the Mayor, a city-wide police reform and reinvention collaborative that produced a document designed to transform policing in the City of Albany.
- Upgraded the vehicle fleet stock in order to maximize operational effectiveness and promote health and wellness principles.
- Oversaw the acquisition of a new police department Training Center.
- Oversaw the research and implementation of an adult police cadet/internship program.
- Oversaw a major hiring plan that resulted over sixty officers hired between 2018 and 2021.
- Created periodic videos to convey departmental updates to personnel.
- Created periodic videos to convey updates to the community.
- Updated the technology and equipment in the public information section in order to facilitate more impactful internal and external communications.
- Created a Diversity and Inclusion Committee, comprised of a cross-section of department personnel.
- Partnered with a local college to offer full-ride academic scholarships to local youth.
- Oversaw the implementation of body worn cameras for detective personnel.
- Oversaw implementation of a Pastors on Patrol program.
- Created a community outreach program called T3 C3.
- Created a civilian dispatch management position.

SOUTHFIELD POLICE DEPARTMENT

- Oversaw implementation of strategies that resulted in a 45% decrease in crime during tenure as Chief.
- Initiated a five-year strategic plan that involved a major organizational restructuring in the City of Southfield. The plan increased service delivery and saved the city over \$3 million annually.
- Oversaw a \$600,000 renovation of the police lobby.

- Updated the technology within the police department, including in-car laptops, in-car citation modules, thermal imaging cameras for police cars, pole cameras, laser scanning system, electronic speed signs, and computer/cell phone forensic software and equipment.
- Implemented mental health and substance abuse diversionary programs.
- Researched, introduced, and oversaw implementation of private security lock-up operations in the Southfield Police Department. This initiative saved the City of Southfield over \$400,000 annually.
- Researched, introduced, and oversaw implementation of a Neighborhood Watch program.
- Strengthened community relations through implementation of citizen and youth police academies, creation of a Citizens Advisory Board, and volunteering as a board member for several community-oriented non-profit organizations.
- Minimized liability risk exposures through implementation of various trainings, including cultural competency, implicit bias, emergency vehicle operations, annual legal updates, annual lethal force, mental health awareness, and sexual harassment.
- Strengthened relations with the local school system through: (1) increasing the number of school resource officers, (2) gaining access to the camera system for all campuses in the city, and (3) partnering with the school district on several safety-related initiatives.
- Appointed as president of the Oakland County Association of Chiefs of Police for calendar year 2018.
- Initiated the process for departmental accreditation through the Commission on Accreditation for Law Enforcement Agencies (CALEA).
- Hired over 40 police officers over the last three years as chief – representing about one-third of the police force.
- Identified alternative revenue streams (e.g., grants, forfeiture, etc.) that averaged about \$150,000/year.
- Implemented several departmental health and wellness initiatives designed to promote healthy lifestyles, minimize the risks of injuries and chronic conditions, and increase productivity. The initiatives included adjustable height workstations, treadmills in work areas, a fitness program, and allowing for exercise time for officers during certain parts of their work shifts.

PROFESSIONAL EXPERIENCE

ALBANY, NEW YORK POLICE DEPARTMENT

September 2018 – Present

Chief of Police

- Exercises general leadership over a police department comprised of over 500 employees.
- Ensures that department functions are in line with public service needs.
- Oversees a \$59 million department budget in a fiscally responsible manner.
- Meets with citizens, groups, and media on matters of mutual interest.
- Maintains communications with city executives and elected officials.
- Provides professional development opportunities to department members.

SOUTHFIELD, MICHIGAN POLICE DEPARTMENT

Chief of Police

October 2012-Sept 2018

- Exercised general leadership over the entire police department.
- Ensured that department functions are in line with public service needs.
- Ensured that the department budget is completed in a fiscally responsible manner.
- Appointed personnel to positions based on the needs of the department.

Acting Chief of Police

May 2011-October 2012

- Ensured that police functions were aligned with the City's goals and objectives.
- Prepared and completed the divisional budget.
- Handled the administrative responsibilities of the Chief of Police.

Acting Deputy Chief, Patrol Division

September 2010-May 2011

- Oversaw overall operations of the Patrol Division.
- Served as Chief of Police during chief's absence.

Patrol Division Coordinator/Administrative Lieutenant

July 2003-Sept 2010

- Actively participated in annual divisional budget preparations.
- Assisted in the formulation of police policies and procedures.

Road Patrol Sergeant/Tactical Unit Sergeant

November 2000-July 2003

- Provided direction, advice, evaluations, and discipline to road patrol officers.
- Oversaw a tactical team consisting of plain and uniformed officers.

Road Patrol Officer/School Resource Officer

Feb 1991-November 2000

- Responded to calls for service from the community.
- Counseled, mentored, directed, and disciplined students in both City high schools.

EDUCATION (Formal Academia)

Juris Doctor (2014)

Western Michigan University Cooley Law School, Cum Laude graduate, Honors Scholarship Recipient, Dean's List, Honor Roll, Law Review, Top 20% of Graduating Class, Auburn Hills, Michigan

Master of Science, Administration (2006)

Central Michigan University, 3.95 gpa, Mount Pleasant, Michigan

Bachelor of Science, Public Administration (1999)

Central Michigan University, Summa Cum Laude, 4.0 gpa, Mount Pleasant, Michigan

Associate in Business Administration (1995)

Oakland Community College, Bloomfield Hills, Michigan

EDUCATION (Professional Schools)

F.B.I. National Academy, Quantico, Virginia, Session 234

Command Institute for Police Executives, Arlington, Texas, (FBI LEEDA Program)

Eastern Michigan University School of Police Staff and Command, Ypsilanti, Michigan

Law Enforcement and School Liaison Program Institute, Central Michigan University

F.B.I. Incident Negotiations, Oakland Community College

PROFESSIONAL AFFILIATIONS

FBI National Academy Associates

FBI Law Enforcement Executive Development Association

International Association of Chiefs of Police

National Organization of Black Law Enforcement Executives

Police Executive Research Forum (PERF)

New York State Association of Chiefs of Police

New York State Department of Civil Service Police Examination Review Committee

New York State Partnership for Youth Justice Committee

Northeastern Association of Chiefs of Police