

May 17, 2022 at 2:30pm

Ralph Andersen & Associates  
Corporate Headquarters  
5800 Stanford Ranch Road,  
Suite 410  
Rocklin, California 95765

Dear Mr. Robert Burg,

I am writing to express my extreme interest in the police chief position for the City of Bexley. I have been working for this department for the past 23+ years and have held positions as a patrol officer, Patrol Sergeant, Detective Sergeant, Deputy Chief and have been currently serving as the Interim Chief for the last 150 days. With the assistance of city leadership, our department of 32 sworn police officers and 15 civilian staff carries out the important mission of protecting and serving the City of Bexley. Our department operates on a budget of \$6.08 million which includes Capital Improvements. I believe the team of quality personnel we have assembled is the best it has ever been here at this department.

I have extensive experience working with people from all walks of life. My experience in this job and my military career has taught me how to handle people in crisis and how to deal with difficult situations. Good leadership can make the difference between success and failure when it comes to law enforcement. My strongest attributes are sound judgement and risk management. I am directly responsible for the past/current development and issuance of over 100 policies in my time as Deputy and Interim Chief. I am also solely responsible for the successful certification through the Ohio Collaborative. That being said, even with all of my experience and efforts during my time here, I of course recognize that our team will always strive to learn and apply what we have learned to help create a safe community to work for and live in.

We need to be more responsive to the community, to recognize their need to know, and balance that with the need to preserve details for an investigation. Our team will find a way to be quicker to release details of incidents, when available, in order to help build that relationship with the community — help create transparency with the department — so people feel better about their department even when something negative happens. If people trust in the process, it gives the police department legitimacy in the community and that makes it easier for us to do our jobs. Most of the Bexley community is very supportive of the police department. There are some groups where there's distrust, and that's where we need to concentrate our efforts to build that trust with them.

We will also find innovative ways through technology to make our operations and/or ability to solve crimes more efficient and am currently meeting with several organizations to find more user friendly systems to create quick statistic reports to share with the community and stakeholders on a more regular basis. During my time as Interim Chief, I have also met with many groups on various topics from safer neighborhoods to religious institution security concerns. I have made sure to be very responsive to concerns or questions from the community and city leadership when they come about.

I believe that my experience makes me an ideal candidate for this position. Please consider my resume today, and please contact me with any questions or to discuss my track record further. I look forward to your response and thank you very much for your time.



Kenneth Gough  
Interim Chief of Police

## Kenneth W. Gough

**Crisis Response • Emergency Preparedness • Team Leadership • Communications • Public Relations  
Operations Improvement • Policy/Procedure**

Dedicated law enforcement leader with over 20 years of increasingly responsible experience. Proven ability to establish and maintain effective working relationships with employees, other agencies and the public. Proven reputation of being honest and having strong moral principles and integrity. Strong ability to react effectively in emergency and stress situations; ability to exhibit imagination, initiative and problem-solving capability in coping with a variety of law enforcement situations. Unique skillset through special training and assignments. Considerable knowledge of software programs such as Microsoft Word, Excel, Tritech (data management system) etc. Remarkable professional leadership training. Immense ability to communicate effectively, verbally and in writing.

### **PROFESSIONAL EXPERIENCE**

**Bexley Police Department, 559 N. Cassingham Road, Bexley, Ohio 43209**

**Deputy Chief of Police** – April 18, 2016 - Present

Responsible for supervision, administrative, and strategic management of daily operations.

**Detective Bureau Sergeant** – January 1, 2012 to January 3, 2016

Criminal Investigations Supervisor overseeing 3 Detectives. The Bureau conducted specialized investigations of crimes against persons and property. The assigned Detectives conducted all types of investigations, including narcotics and juvenile offenses.

**Patrol Sergeant** – June 20, 2006 to December 31, 2011

First line supervisor over 6 officers. Supervised at scene investigations, ensured appropriate staffing levels for the unit, review completed criminal and traffic paperwork, address complaints and resolve problems, plan, assign and direct work. motivates, and as necessary, reward and discipline employees.

**Patrol Officer** – October 26, 1998 to June 19, 2006

Patrol city, enforce state and local laws and ordinances, maintain public safety.

**Eastland Police Academy, 4465 S. Hamilton Road, Groveport, Ohio 43125**

**Physical Conditioning Instructor** – January 2000 – August 2005

Planned, instructed and participated in various exercise programs, Conduct Fitness Testing with OPOTA. Provide classroom instruction for police recruits.

### **PROFESSIONAL TRAINING**

- STEP III (Supervisor Training & Education Program)  
August 28 – September 1, 2006
- PELC 50 (Professional Executive Leadership College)  
September – November, 2007
- CLEE XIX (Certified Law Enforcement Executive)  
March 2013 – January 2015 –highest level offered through OACP

#### **Key instruction on:**

- Police Resource Allocation & Budgeting
- Ethics & Guiding Principles
- Human Resources & Team Facilitation
- Strategic Planning

## DEPARTMENTAL AWARDS

- Fitness Award – awarded annually
- Department Lifesaving Award – JANUARY 2006
- Mayors Special Award – JANUARY 2006
- Department Commendation Award – SEPTEMBER 2001
- Military Service Award
- Master's Degree Award
- Physical Training Award (Top Recruit) – OSHP ACADEMY – 1999

## DEPARTMENTAL SPECIAL TRAINING/ASSIGNMENTS

- Exercise Specialist –Supervises/Conducts physical training testing and evaluation for the department
- IPMBA Certified – Supervises Bike Patrol unit
- Former Contract negotiation team/labor relations team (grievance representative) for 5 contracts
- Terrorism Liaison Officer (TLO) – Coordinated sensitive incidents with Homeland Security as a representative of our agency
- Internal investigations training
- 3 levels of Records law/retention training

## MILITARY EXPERIENCE

**U.S. ARMY - Special Weapons** (Ansbach, Germany), 1988 – 1991

Honorable Discharge / Achieved the rank of Specialist

- Platoon Leader – in charge of 30 personnel
- Organizational leadership
- Intelligence and security

Operation Desert Storm – IRAQ, SAUDI ARABIA, KUWAIT

**U.S. ARMY – 2<sup>nd</sup> Lieutenant – 914<sup>th</sup> Combat Support Hospital**, 1998 – 2000

Honorable Discharge

- Personnel development and leadership
- Budgeting and cost control
- Logistics management
- Supply chain management
- Quality improvement

## **Military Medals/Awards**

- Bronze Star Medal
- Army Commendation Medal
- Army Achievement Medal w/ 2 clusters
- National Defense Service Medal
- Southwest Asia Medal w/ 3 Bronze Service Stars
- Kuwait Liberation Medal
- Expert Marksmanship Rifle (M-16)/ Grenade

## EDUCATION

Ohio University –Athens, Ohio – 1997 – 1998

Masters degree – Cardiac Rehabilitation/Exercise Physiology – M.S.P.E

Summa Cum Laude

Capital University – Bexley, Ohio – 1995 – 1997

Bachelor of Arts - Health and Fitness Management

Magna Cum Laude