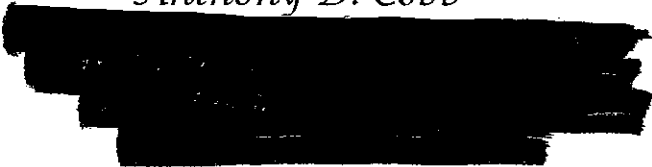


Anthony D. Cobb



September 28, 2011

City of Champaign
Attn: Chris Bezruki
102 N. Neil Street 4th Floor
Champaign, IL 61820

Dear Search Committee,

I am delighted to submit this letter of application for the Chief of Police position with the Champaign Police Department (CPD). I believe I am uniquely qualified for this rigorous and challenging post, and I am grateful for this opportunity to share my candidacy with this fine committee.

I am a life-long resident of the Champaign-Urbana community. I obtained my formative education through the Champaign Public School system, and I have been employed with the Urbana Police Department (UPD) for the past 19 years. I was the department's first Community Policing Officer, and I assisted in developing the community policing philosophy that is currently being used at UPD today. While at UPD, I served in all three divisions (Patrol, Criminal Investigations and Support Services) and I worked my way through the police ranks to my current position as Assistant Chief of Police. As the Patrol Division Commander, I implemented permanent beat assignments and a monitoring sergeants system in which all patrol officers were assigned to a designated sergeant for supervision and career development. When the City of Urbana decided to implement a Citizen Police Review Board, I was challenged by then Chief Mike Bily to raise patrol officer performance. I met that challenge by implementing regular briefing or "roll call" training, regular review of traffic stops, and formal accountability to start progressive discipline for repeated violations. Consequently, I am proud to report that the Urbana Citizen Police Review Board has yet to hear a citizen complaint against a patrol officer since their 2008 inception. I have served as a supervisor at UPD since 1998, and been a member of the leadership (management) team since 2006. In 2010, I received the Franklin M. Kreml Leadership Award from the Center for Public Safety at Northwestern University for "demonstrating unsurpassed integrity and dedication". The award states the recipient "give promise of success in trusted positions of senior leadership in law enforcement in the high tradition of justice administered by and for a free people". The actual award is on display at the Center for Public Safety at Northwestern University.

Being a police officer from Champaign's neighboring city provides me with a lot of perspective on the Champaign Police Department and the obstacles and opportunities for growth that this department currently faces including, but not limited to, improving public trust, inter-agency cooperation, and the pressure to meet increasing demands for service, with shrinking fiscal resources. My experiences at UPD have prepared me to meet each of these challenges. I have strong relationships with key stakeholders, and these relationships do not stop at Wright Street. I have personally worked with several community activist and special interest groups that regularly monitor police activity in both the Champaign-Urbana communities. Although I have not always agreed with these individuals or groups, I always patiently listened with an open-mind, addressed concerns, and offered the utmost respect and empathy regarding the situation. When I found a situation in which UPD could or should have performed better, I addressed the issue/behavior and/or held the employee accountable. Additionally, coming from a much leaner department, I have grown accustomed to doing more with fewer resources. I have learned to prioritize, think creatively, and build collaborations that increase efficiencies. I am confident this experience will serve me well if selected to lead the CPD.

I possess strong leadership skills and have earned the respect of my colleagues and community. I pride myself on being fair, professional, -consistent, and one who regularly goes the "extra" mile to resolve issues. I will admit it has been challenging policing in a community in which I grew up, but I truly believe this bond and

continual sense of communal accountability has made me the police officer that I am today. I truly care about the greater Champaign-Urbana community because I am a part of it. My mother, father, brothers, cousins, friends, and loved ones reside here, and I strive to treat each citizen with the courtesy and respect that I want for my family.

I have a proven track record of success in the Champaign-Urbana community, and I believe I am the best candidate to lead the Champaign Police Department to new heights of excellence. I welcome the opportunity to speak with the search committee about my vision and implementable plans for leading the Champaign Police Department to the next level.

Sincerely,

Anthony D. Cobb

Anthony D. Cobb



Summary

I am a seasoned law enforcement professional. I have served the citizens of the City of Urbana for 19 years and enjoyed progressive leadership responsibilities within the Urbana Police Department (UPD). I was the department's first community policing officer and I piloted a program that fostered UPD's current community policing approach. During my tenure at UPD, I have served in all three divisions (Patrol, Criminal Investigations and Support Services) and I worked my way through the police ranks to my current position as Assistant Chief of Police. With more than 13 years of supervisory experience and nearly a half dozen years of experience on UPD's leadership team, I am primed for executive leadership. My strengths include strong and sure leadership, fairness, consistency, professionalism, organization, collaboration, and an uncanny ability to get things done efficiently.

Work History

Assistant Chief of Police

Oct 2010 – Present

Urbana Police Department

As the Assistant Chief of Police for the City of Urbana, I am responsible for the day-to-day management of the overall Police Department in which all department divisions' commanders' reports directly to my office. As second in command, I am responsible for the department in the absence of the Chief of Police. As a result, I am prepared to fulfill all of the responsibilities outlined in the department's directives concerning duties of the Chief of Police and remain ready to stand in for the Chief with a moment's notice.

Anthony D. Cobb

Lieutenant: Patrol Division Commander

May 2006 – Oct 2010

Urbana Police Department

As the Patrol Division Commander, I implemented several changes to improve efficiency and service. Regular video review of traffic stops, permanent patrol beat assignments for officers and sergeants, administrative cross training for patrol sergeants, and instituting monitoring sergeants for all officers in the patrol division were my biggest accomplishments.

Patrol Sergeant

Dec 1998 - May 2006

Urban Police Department

As a patrol sergeant I was responsible for the daily operations of a shift of officers. I responded and monitored patrol response to 911 calls; I reviewed approved and authored reports. I coached, mentored, evaluated and developed subordinates. I completed tasks as assigned by my division commander.

Criminal Investigator/School Resource Juvenile Officer

May 1996 - Dec 1998

Urbana Police Department

As a School Resource Officer, I implemented a system that allowed teachers to schedule opportunity for class room presentations. I presented to classrooms on law related topics relevant to the study topic. As students covered driver's responsibility in driver education classes, I presented on traffic law. In American Civic classes I presented on the Bill of Rights and constitutional law as it relates to citizens' rights, I also presented open forums to address students' concerns about citizen and police contact. In addition to my SRO duties I worked major cases to included homicides, sexual assaults, bank robberies, and other cases as assigned.

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Field Training Officer

Feb 1994 - May 1996

Urbana Police Department

As a Field Training Officer (FTO) I was responsible for training newly hired officers through a portion of the material they will need to know in order to successfully gain certification for solo patrol. I had the pleasure of training several officers during my tenure and it was very common for a training officer to train new hires 10-11 months out of every calendar year.

Community Policing Officer

Oct 1993 - May 1996

Urbana Police Department

As the department's first community policing officer, I assisted in developing the philosophy, strategies, and partnerships that are still essential to our department's success with community policing.

Patrol Officer

Sept 1992 - May 1996

Urbana Police Department

As a patrol officer I was primarily responsible for proactive traffic enforcement and responding to 911 calls for service. As a first responder to criminal investigations I was required to investigate the complaint and resolve the issue in a fair, professional and consistent manner as to not show favoritism or bias.

Education

Northwestern Staff and Command School (303rd session)

Evanston, IL

Conferred Dec, 2010

Eastern Illinois University

Charleston, IL

Bachelor of Art – Board of Trustees

Conferred Aug, 2004

Anthony D. Cobb

Parkland College
Champaign, IL
Associates Degree – General Studies
Conferred May 2002

United States Military Academy
West Point, NY
(Attended from 1989 - 1991)

United States Military Academy Preparatory School
Ft. Monmouth, NJ
Conferred Jun, 1989

Professional Organizations

- Member of the National Tactical Officers Association
- Member of the Illinois Tactical Officers Association
- Member of National Organization of Black Law Enforcement Executives

Community Involvement

- Community Elements Board of Directors (Sept 2011 – Present).
- Mentor (Sept 1991 - Present).
- Coaching & Officiating for First String baseball league (Apr 2005 – Present).
- Champaign County ACCESS Initiative-selected by local youth and families to serve on the Coordinating Council as a representative of the Juvenile Justice System (Dec 2009 – Jun 2011)
- Church of the Living God- Co-chaired a sub-committee examining Youth (K-12) programming for the strategic planning (Jan – Apr 2010)
- Urbana School District #116 facilities strategic planning committee (Aug 2008 – Apr 2009).
- Urbana High School Football coach (Aug 1998 – Nov 2002).
- Urban League of Champaign County Board of Directors (Apr 1994 – May 1997).

Awards

- University of Illinois Office of Minority Student Affairs Trio Achiever Award for service to the university and local community. (Feb 2011)

Anthony D. Cobb

- Franklin M. Kreml Leadership Award - This award was established in perpetuity by Northwestern University Center for Public Safety. It is presented to an individual who has demonstrated unsurpassed integrity and dedication to public service (Dec 2010)
- Urbana Police Department Officer of the Year 1995
- Urbana Police Department Certificates of Merit (3)