

KEITH A. MORRIS

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PROFILE

I am a dedicated and proven law enforcement professional. With almost 20 years of police service at the same department, I have gained experience in all facets of policing. In my current capacity, I have pursued a department-wide community policing philosophy that is both progressive and technologically savvy. It has been my focus to foster positive police-community relations, promote diversity, accountability and transparency while adhering to the pillars of procedural justice.

OBJECTIVE

Chief of Police – Allentown Police Department

EDUCATION

2013 Master of Arts - Criminal Justice

DeSales University, Center Valley, Pennsylvania

Thesis: Juvenile Delinquency Amongst Runaway Youth

2013 FBI National Academy Police Executive Development Program [Session #253]

Federal Bureau of Investigation Training Academy, Quantico, Virginia

2012 Northwestern University School of Police Staff & Command [Class #326]

Philadelphia Police Academy, Philadelphia, Pennsylvania

1995 Bachelor of Science – Administration of Justice [Enforcement & Investigation]

Penn State University, University Park, Pennsylvania

2016 National Incident Management Systems (ICS 100, 247, 300, 400 & 700)

Federal Emergency Management Agency

2012 Commanders Call Leadership in Law Enforcement

Special Resources Corporation

2009 Leadership, Management and Mastering Performance Management Phase I & II

The Gallagher – Westfall Group, Inc. of Indiana

PROFESSIONAL EXPERIENCE

2/1997 – Present City of Allentown Police Department, Allentown, Pennsylvania

10/2015 – Present Interim Chief of Police

Appointed by the Honorable Ed Pawlowski, Mayor of the City of Allentown, on October 19, 2015.

Responsible for the overall law enforcement and crime prevention in the 3rd largest city in the Commonwealth of Pennsylvania with a population of approximately 120,000. This senior executive oversees a staff of 222 sworn officers and 48 civilian employees of various ranks assigned to all facets of policing within 5 major divisions: Uniformed Services (Patrol), Investigative Services, Training & Professional Development, Management Services, Support Services and 911 Communications/Dispatch Services.

- Manage an approximately \$32MM budget that is lean and efficient while promoting departmental growth.
- Promoted a 5% decrease in crime.
- Expanded Intelligence Led and Predictive Policing capabilities through the COMPSTAT process by refocusing the core responsibilities of our crime analyst.
- Proactively moving towards implementation of the recommendations of the President's Task Force on 21st Century Policing.
- Fostered positive relations with the community through initiatives such as Coffee with a Cop, Cops and Community joint training, Civilian Police Academy, Youth Police Academy, Youth Law Enforcement Curriculum and Town Hall meetings.
- Created the first civilian review committee to evaluate hiring processes and standards in an effort to promote diversity within the department.
- Worked towards implementation of a Body Worn Camera program after procuring a \$250K grant.
- Promoted a progressive, tech savvy police agency in order to maximize deployment and resource allocation.
- Expanded various other departmental technology including city-wide surveillance network and LPR systems as a force multiplier.
- Implementation of the TraCS (Traffic and Criminal Software) system to promote safety and efficiency.
- Committee member on panel that oversees the consolidation of 911 services to the county level.
- Created the innovative L.I.F.E. (Living with Integrity for Future Excellence) program as a means to engage our youth starting at the middle school level.
- Expanded training capabilities through the upcoming purchase of a 180° Force Option Simulator, as well as online training with PoliceOne.Com Academy.
- Deployed the first Naloxone program in the Allentown Police Department.
- Enhanced interagency collaboration and information sharing with various law enforcement partners including the Lehigh County District Attorney's Office, FBI and DEA.
- Partnering with Lehigh County Mental Health to work towards embedding the first mental health clinician in the Allentown Police Department.

12/2013 – 10/2015 Assistant Chief of Police – Administration

Responsible for the overall supervision of the Office of Professional Standards, Training and Professional Development, Accreditation Unit, 911 Communications/Dispatch Services, Budget and Procurement, Fleet Management, Records Division and Staff Review. Chaired committees related to policy and procedure development as well as to evaluate our current CAD/RMS system, and facilitated bringing our departmental security into compliance with CJIS requirements.

9/2013 – 12/2013 Captain of Investigations

Commanding officer responsible for all daily operations in the Criminal Investigations Division, Vice & Intelligence Unit, Special Victims Unit, Community & Youth Services Division, Crime Scene & Identification Unit, and Warrant Squad, including overall supervision of 55 employees.

9/2013 – 10/2015 Director of Training – Gerald M. Monahan Sr. Allentown Police Academy

Responsible for directing all operations at the police training academy, including 720 hour MPOETC Act 120 Police Officer certification training, Mandatory In-Service training, yearly officer update trainings, and scheduling various outside law enforcement related trainings for not only the Allentown Police Department but for agencies throughout the region. Also an MPOETC certified instructor for courses in Interview & Interrogation, Admissions & Confessions.

9/2006 – 1/2014 Commanding Officer – Hostage Negotiation Team

Responsible for deploying negotiators, supervising active negotiations and engaging in crisis negotiations in approximately 50 active critical incidents. Also responsible for training and administrative functions of the team.

- Commanding Officer 2013 – 2014 (Retired from team)
- Assistant Commander from 2007 – 2013
- Team Member from 2006 – 2007

12/2010 – 9/2013 Captain of Patrol – Police Service Area II / 2nd Platoon

Commanding Officer for all police patrol operations in Police Service Area II, as well as overseeing the daily operations of the 2nd Platoon patrol division. Worked as community liaison to West End residents through various community and crime watch meetings, and solicited stakeholder input to combat crime and quality of life issues.

- Coordinator – City of Allentown Gun Buy Back events
- Coordinator – National Prescription Drug Take Back initiatives
- Supervising Officer of the Allentown Police Department recruiting team

8/2000 – Present Certified Expert Polygraph Operator

Certified through the National Training Center of Polygraph Science, New York, NY. Conducted over 500 polygraph examinations related to both criminal investigations and background investigations for new hires for the Allentown Police Department, as well as at the request of the Lehigh County District Attorney's Office and other law enforcement partner organizations.

1/2011 – 1/2012 Supervising Officer – Allentown Police Department Recruiting Team

Coordinated all Allentown Police Department recruiting operations in order to establish a qualified, diverse and professional candidate pool, remaining firmly committed to equal employment opportunities.

12/2007 – 12/2010 Detective Sergeant – Community & Youth Services Division

Supervised 5 Youth Detectives and 6 School Resource Officers for all criminal investigations involving juvenile offenders, graffiti, youth gang involvement, missing/runaway juveniles, and all school based incidents of crime.

- Created a paradigm shift towards diverting youth from the criminal justice system by re-engaging Community and School Justice Panel diversionary programs via the IMPACT Project.
- Engaged the Allentown School District in fostering a positive, safe and healthy environment for our youth in school as a member of the Allentown School District/City of Allentown Joint Safety Task Force, Safe Schools/Healthy Kid Initiative and the Pennsylvania State Education Association Gang Initiative and Lehigh County Youth Crime and Violence Task Force.
- Spearheaded an initiative to decrease the number of PCCD violations governing the secure detention of juveniles. Experienced a decrease from 12 in 2006 to 1 in 2009.
- Based on results of Master's Thesis, established new investigative procedures and protocols in an attempt to decrease the number of active runaways, thereby potentially decreasing crime rates. The net impact was a decrease from over 100 cases in 2007 to approximately 50 in 2010.

5/2007 – 12/2007 Patrol Sergeant – 3rd Platoon

Street level supervisor for patrol officers on the 3rd Platoon, which consisted of approximately 23 officers. Primary area of responsibility was within Police Service Area II.

11/2005 – 5/2007 Detective – Criminal Investigations Division

Investigated a wide variety of criminal cases, including Homicide, Robbery, Aggravated Assault, Burglaries and Thefts.

10/2002 – 11/2003 Detective – Vice and Intelligence Unit

Engaged in undercover investigations related to illegal drug trafficking, prostitution and the illegal operation of liquor establishments.

2/1997 – 10/2002, 11/2003 – 11/2005 Patrol Officer

Responsible for handling calls for service in various parts of the City of Allentown.

1995 – 1997 Northumberland County Adult Probation & Parole, Sunbury, Pennsylvania

Parole Officer

Supervised and managed a caseload of approximately 65 probation/parolees.

AFFILIATIONS (Past and Present)

FBI National Academy Associates

FBI Law Enforcement Executive Development Association (LEEDA)

Northwestern University School of Police Staff and Command Alumni Association

International Association of Chiefs of Police

Police Executive Research Forum (PERF)

Pennsylvania Chiefs of Police Association

Pennsylvania Municipal Police Certified School Directors Association

National Criminal Justice Honors Society

Fraternal Order of Police Queen City Lodge # 10

Delaware Valley Negotiator's Association

Lehigh County Chiefs of Police Association

Lehigh County Child Death Review Board

Lehigh County Criminal Justice Advisory Board

Lehigh County STOP Violence Against Women Team

Lehigh County Local Policy Board

Allentown Police Accident Review Board & Taser Review Board

Allentown School District/City of Allentown Joint Safety Task Force

The Pennsylvania State Education Association Gang Initiative

Lehigh County Youth Crime and Violence Task Force

Safe Kids/Healthy Kids Committee

Allentown / Bethlehem Safe Kids Coalition

HONORS AND AWARDS

2010 Alpha Phi Sigma National Criminal Justice Honor Society

2007 Allentown Police Department Commendation for *Merit*

1998 Allentown Police Department Commendation for *Achievement*

1998 Allentown Police Department Commendation for *Merit*

1998 Allentown Police Department Commendation for *Merit*

1993 Penn State University Scholar

1993 Penn State Golden Key National Honor Society