

[REDACTED]

LAW ENFORCEMENT EXECUTIVE

[REDACTED]
[REDACTED]@gmail.com

December 9, 2025

Employment Search Committee
The Village of Golf Manor
6450 Wiehe Rd.
Golf Manor, Ohio 45237

Re: Chief of Police - Village of Golf Manor

Dear Mayor Densmore, Interim Village Administrator Pridonoff, and Members of Council,

I am submitting my application for the position of Police Chief for the Village of Golf Manor. I bring more than twenty-five years of progressive law enforcement experience, including supervisory and command-level leadership in both small municipal agencies and a large metropolitan department. I am seeking this position because I believe Golf Manor's needs align closely with my experience, leadership approach, and commitment to community-centered policing.

Throughout my career, I have focused on accountability, professionalism, and operational consistency. As a supervisor and staff-level leader, I have managed personnel, scheduling, policy development, budgeting functions, and training initiatives while maintaining clear standards and stable operations. I understand the responsibility of a Police Chief to balance public safety, employee accountability, fiscal stewardship, and community trust, particularly within a village environment.

My professional background includes extensive service in small municipal policing, where leadership visibility, community relationships, and practical problem-solving are essential. In addition, I have served and continue to work within the City of Cincinnati Police Department, gaining experience in complex operations, interagency coordination, and modern policing practices. This combination has allowed me to develop a leadership style that is measured, communicative, and grounded in sound judgment.

As Police Chief, my priorities would be to strengthen operational effectiveness, support and develop personnel, maintain transparency and accountability with Village leadership, and ensure respectful, professional service to the community. I place a high value on dignity and respect in all interactions with residents, employees, and stakeholders, and I believe consistent professionalism is the foundation of public confidence.

I respectfully request consideration for this position and welcome the opportunity to discuss how my experience and leadership approach would serve the Village of Golf Manor. Thank you for your time and consideration.

Respectfully,

[REDACTED]

Enclosures

LAW ENFORCEMENT EXECUTIVE

EXECUTIVE PROFILE

Law enforcement professional with over 25 years of experience, including supervisory and command leadership in municipal policing. Proven record of personnel management, operational oversight, policy development, and community engagement. Leadership style is measured, accountable, and community-focused, with experience balancing enforcement, service, and organizational stability.

CONTACT



[Redacted]



[Redacted]



[Redacted]@gmail.com

CORE LEADERSHIP COMPETENCIES

- Executive & Supervisory Leadership
- Personnel Management & Discipline
- Community-Oriented Policing
- Problem-Oriented Policing (SARA)
- Policy & Procedure Development
- Budgeting & Fiscal Oversight
- Interagency Coordination
- Training & Professional Development

OBJECTIVE

To secure a police executive leadership position within the vibrant and welcoming community of Golf Manor. My goal is to leverage my expertise in executive and supervisory leadership, personnel management, and community and problem-oriented policing to empower the next generation of GMPD officers. Through a commitment to ongoing education, comprehensive training, innovative technology, and officer wellness, I strive to guide our team in engaging with the community and providing the high-quality police services that the great Village of Golf Manor truly deserves.

PROFESSIONAL EXPERIENCE

City of Cincinnati Police Department

Sergeant | Investigator | Patrol Officer

- Supervise personnel and manage day-to-day operations
- Conduct investigations and operational planning
- Facilitate officer training, professional development, and wellness initiatives
- Participate in employee grievance review processes
- Coordinate with municipal and federal partner agencies

Village of Woodlawn Police Department

Staff Sergeant | Sergeant | Investigator | Patrol Officer

- Command-level supervision of personnel and investigations unit
- Managed payroll, scheduling, and staffing assignments
- Led policy and procedure development initiatives
- Oversaw recruitment, selection, training, and retention efforts
- Coordinated community engagement and municipal planning efforts

Village of Golf Manor Police Department

Investigator | Patrol Officer

- Provided community-oriented policing services
- Conducted investigations and emergency response
- Coordinated police, fire, and EMS dispatch operations

Hamilton County Sheriff's Department

Corrections Division

- Supervised inmates and facility safety and security
- Enforced policies, safety procedures, and operational standards

EDUCATION & EXECUTIVE TRAINING

- Associate of Science, Criminal Justice - **Summa Cum Laude**, Eastern Gateway Community College
- Police Executive Leadership College (PELC) – Graduate
- Southern Police Institute (SPI), University of Louisville – Graduate
- OPOTA Peace Officer Certification
- OPOTA Mid-Level Management (01-180-07-01) Certification
- Mental Health Response Team (MHRT)
- Grant Writing Certification

PROFESSIONAL AFFILIATIONS

- [REDACTED]
- The Sentinel Police Association
 - *Executive Committee Member*
 - *Chaplin*
- The Fraternal Order of Police (FOP), Queen City Lodge No. 69
 - *Grievance Committee Member*
 - *Death Benefit Committee Member*

REFERENCES

Available upon request.



LAW ENFORCEMENT EXECUTIVE

Transition Plan

30 DAYS	60 DAYS	90 DAYS
<ul style="list-style-type: none"> ➤ Introduce myself. Meet and greet police department team members. Get acquainted with all department heads and other Village employees ➤ Prior to start date, arrangements will be made with former Chief Campbell to discuss position details and departmental goals ➤ Meetings will be arranged with Mr. Pridonoff to ascertain expectations of the Chief's position, existing protocols, and to discuss annual goals of the Village ➤ Move into office, set-up phone, computer, etc. ➤ Identify immediate needs of the department by: <ul style="list-style-type: none"> ○ meeting with command staff individually or in small groups to gather feedback on any departmental concerns, goals to be addressed, etc. ○ holding one-on-one meetings with each team member to assess individual strengths, needs, and goals ➤ Review budget(s) ➤ Communicate with local, county, and regional contacts, legal counsel, and other local agencies to introduce myself as Chief ➤ Review mission, vision, and core values ➤ Attend any previously scheduled meetings (i.e. local, county and/or regional meetings) ➤ Complete required new police chief's training ➤ Prepare for and attend monthly Village Council meeting 	<ul style="list-style-type: none"> ➤ Tour the Village making note of public safety concerns and/or improvements to be implemented ➤ Begin visiting residents and businesses ➤ Begin audit of property room and operational practices by reviewing: <ul style="list-style-type: none"> ○ the Village strategic plan ○ the community's Police Chief survey results ○ policy and procedure manuals and documents ○ work schedules, reporting systems, and data collection tools ○ facilities and equipment ➤ Begin holding regular meetings with supervisory team ➤ Meet with Mr. Pridonoff to discuss first 30 days, goals, progress and concerns ➤ Submit any required documents, reports, etc. ➤ Evaluate and identify staffing needs (i.e. recruitment and retention strategies) ➤ Evaluate staff training needs ➤ Prepare for and attend monthly Village Council meeting 	<ul style="list-style-type: none"> ➤ Continue to visit residents and businesses ➤ Attend community functions ➤ Continue audit of operational practices ➤ Plan/arrange for ongoing staff professional development ➤ Continue work on recruitment and retention strategies ➤ Continue regular staff meetings ➤ Evaluate effective communication methods for community use (i.e. tip-line, newsletter, social media, etc.) ➤ Establish a Chief's night for citizens to meet, greet, and share concerns ➤ Evaluate officer wellness and safety protocols ➤ Meet with Mr. Pridonoff to discuss first 60 days goals, progress and concerns ➤ Submit any required documents, reports, etc. ➤ Prepare for and attend monthly Village Council meeting

December 12, 2025



Adrian N. Miller, BS
Police Lieutenant, Cincinnati Police Department, District Two
3295 Erie Ave, Cincinnati, OH 45208
513-979-4400 office | 513-224-9600 cell | adrian.miller@cincinnati-oh.gov

Village of Golf Manor
Attn: Mayor and Members of Council
6450 Wiehe Road
Golf Manor, OH 45237

Dear Mayor Densmore and Members of the Employment Search Committee:

I am writing in my capacity as a Lieutenant with the Cincinnati Police Department and as the direct supervisor of Sergeant [REDACTED]. I do not offer endorsements lightly. Based on my direct supervisory experience, [REDACTED] possesses the leadership judgment, organizational awareness, and professional integrity required of a Police Chief.

[REDACTED] demonstrates steady command presence and sound decision-making in both routine operations and high-pressure situations. [REDACTED] supervises fairly, enforces standards consistently, and accepts responsibility for outcomes under [REDACTED] command. [REDACTED] remains composed under stress, addresses problems directly, and does not defer difficult decisions when leadership is required.

A distinguishing strength of [REDACTED] is [REDACTED] ability to lead upward. [REDACTED] consistently keeps me informed of emerging issues, anticipates problems before they escalate, and presents practical, well-reasoned solutions. [REDACTED] understands organizational alignment, communicates proactively, and exercises discretion when elevating concerns. This capability reflects executive maturity and an understanding that leadership extends beyond one's rank.

[REDACTED] leadership is clearly reflected in the conduct of his subordinates. Officers under [REDACTED] supervision emulate [REDACTED] professionalism, composure, and approach to both internal accountability and community interaction. [REDACTED] leads by example, establishes clear expectations, and reinforces discipline without eroding morale or trust.

[REDACTED] treats community members, employees, and stakeholders with dignity and respect. [REDACTED] understands that legitimacy is built through consistent professionalism and fair treatment, particularly in difficult circumstances. [REDACTED] approach strengthens public confidence and reinforces the values expected of a community-focused police department.

Based on my direct supervisory experience, I recommend [REDACTED] without reservation. [REDACTED] meets and exceeds the leadership and ethical standards required of a Police Chief and would serve the Village of Golf Manor with distinction.

Respectfully,


Adrian N. Miller

Aaron L. Tillman III
Retired Chief of Police
1153 Timberland Dr, Cincinnati, OH 45215
513-678-1124
aaron.tillman.at@gmail.com

Date: December 8, 2025

To: Mayor Stefan Densmore, Interim Village Administrator Eric Pridonoff, and Members of Council.

Subject: Recommendation for [REDACTED]

Dear Members of the Leadership Team,

I am honored to submit this letter of recommendation for my friend and colleague, [REDACTED]. I have known [REDACTED] since 1998, when we both served as police officers before being promoted to Sergeant.

During this time, I had the privilege of witnessing [REDACTED] serve our community with compassion, integrity, and respect for all those he encountered. As [REDACTED] supervisor, I personally observed [REDACTED] leadership and unwavering passion for police work. [REDACTED] consistently demonstrated professionalism, dedication, and a commitment to building trust within the community.

I regret that our time working together was not longer, as I believe [REDACTED] active engagement in the community has greatly contributed to [REDACTED] professional growth and advancement within the law enforcement field. [REDACTED] character, leadership, and devotion to service make [REDACTED] uniquely qualified for greater responsibilities.

I strongly believe that, if given the opportunity, [REDACTED] would be an excellent addition to your community as Chief of Police. I would be happy to provide further information or speak with you directly if needed.

Thank you for the opportunity to submit this recommendation.

Respectfully,



Aaron L. Tillman III
Retired Chief of Police



December 14, 2025

Golf Manor Police Department
6450 Wiehe Road
Cincinnati, OH 45237

To whom it may concern,

I am honored to write this letter of recommendation for [REDACTED] to recommend him for the Chief of Police position for the Village of Golf Manor. I have known [REDACTED] for approximately 25 years, and during this time, [REDACTED] has proven to be a person of integrity who is reliable, consistent, and dedicated to serving others.

I had the opportunity to serve alongside [REDACTED] while I was Springfield Township Police Officer, and [REDACTED] was serving the Village of Woodlawn. There, I experienced his strong ability to serve [REDACTED] community and develop [REDACTED] leadership skills as [REDACTED] was a Staff Sergeant with the Woodlawn Police Department. [REDACTED] leadership style is one that that can adjust depending on the situation.

[REDACTED] has excellent communication skills, is valued, and is highly regarded by [REDACTED] colleagues. With [REDACTED] many years serving as a police officer, [REDACTED] has developed a skill set that is well-rounded and diverse. These qualities will make [REDACTED] an excellent Chief of Police, where [REDACTED] could develop the younger officers of the Village of Golf Manor into strong, dedicated, selfless public servants like [REDACTED]

[REDACTED] continuously seeks opportunities to improve and develop [REDACTED] professionally in order to grow as a leader. [REDACTED] proven, well-rounded professional experience will benefit the Village of Golf Manor and enhance the quality of life for its community visitors and members. Based on professional and personal engagements that I have had with [REDACTED], I am confident that if chosen, [REDACTED] will serve the Village of Golf Manor, with grace, compassion, and purpose.

Please feel free to contact me at 937-657-1249 with any further questions that I can answer regarding [REDACTED] qualities or abilities. I am happy to support [REDACTED] in [REDACTED] candidacy.

Respectfully Submitted,

Savalas Kidd
Associate Vice President of Public Safety
and Chief Safety Officer