

Aaron W. Cole

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Louisville KY
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EDUCATION

University of Louisville, Louisville, KY; B.A. Political Science, 1988
Kentucky Southern College, Louisville, KY; 1966-1969
Seneca High School, Louisville, KY; Diploma, 1966

PROFESSIONAL EXPERIENCE

Louisville Metro Police Department/Louisville Metro Public Works Department

Director/Manager, Vehicle Impoundment Division – 1999-2006

Assigned as the civilian commander initially for the Louisville Division of Police. Continued this position when it became the Louisville Metro Police Department and later when the department was transferred to Public Works in 2003. Duties included oversight of the 24-hour, 7 days a week operation of the tow lot. Planned and implemented policies and procedures to effect the transition of towed vehicles from the city back to the owners. This involved the supervision of 17 staff personnel including wrecker drivers, lot attendants, and administrative personnel. Communicated with the public on a daily schedule to answer questions about our processes. Responsible for annual budget preparation, performance reviews, complaint investigations, grievances, and disciplinary recommendations.

City of Louisville Office of the Mayor
Special Assistant to the Mayor – 1992-1999

Responsible for the review and assessment of the majority of citizen inquiries to the Mayor's Office which included complaints, policy clarification, and information requests. Communicated daily with city agency directors and other senior staff to generate the information necessary for response to the public. Directed recruitment activities for the police and fire departments. Represented the Mayor and Deputy Mayors at numerous community functions and events. Served as vice-chair of the Louisville-Jefferson County Crime Commission and also as a member of the Jefferson County Private Security Commission.

City of Louisville Department of Public Health and Safety
Assistant Director – 1986-1992

Principal duties were to communicate daily with police, fire and emergency medical service personnel to identify and resolve problem areas, assist with policy decisions, and address budget issues. Major concentration on the review and investigation of citizen complaints to the office and the subsequent resolution recommendations to the Director of Safety. Review of all parking citation appeals and vehicle impoundment waiver requests. Directed recruitment for police, fire, and emergency medical services. Special duties included the development of a dispute mediation program and a comprehensive review of the existing telecommunications system for all emergency services.

City of Louisville Personnel and Civil Service
Affirmative Action Administrator – 1984-1986

Conducted reviews for all city departments to assure that they were meeting affirmative action compliance statutes and offering equal employment opportunities. Established goals and timetables, as well as preparing monthly and annual reports, utilization analyses, and work force evaluations. Monitored city project sites for contractor compliance and regulations. Investigated charges for alleged violations and conducted hearings when they became necessary.

Louisville & Jefferson County Private Industry Council – JTPA
Contracts Monitoring Supervisor – 1983-1984

Supervised contract analysts who reviewed funding proposals for federal grants. All elements of contracts review and approval were utilized, including budget and performance standard analyses, establishing eligibility criteria, and making recommendations for corrective actions. Closed out contracts from the former CETA program.

Louisville & Jefferson County CETA Planning Office
Compliance Administrator – 1979-1983

Proposal review and approval of affirmative action plans submitted by agencies who applied for funding was the primary initiative. Provided EEO technical assistance and training to sub-grantees and administrative staff. Investigated discrimination and personnel complaints and then convened grievance hearings when it was necessary. Conducted site visits of vendors and recommended corrective action where needed.

City of Louisville Personnel Department
Personnel Technician – 1976-1979

Responsible for the interviewing and counseling of applicants for job referrals. Worked with participating agencies to coordinate hiring and assisted with classification and compensation issues. Investigated grievances and complaints.

Lorillard Tobacco Company, Loews, Inc.
Personnel Supervisor – 1975-1976

Hired hourly factory and clerical employees for positions in the plant. Process involved selective interviewing and evaluation of applicants. Handled all activity related to promotions, transfers, lay-offs, etc. Supervised a staff of six people.

Action Now, Inc.
Supportive Services Counselor – 1974-1975
Assisted clients in overcoming barriers to employment such as housing and transportation. Worked with other staff to identify job opportunities.

Metropolitan Parks and Recreation Board
Various positions – 1969-1974

ORGANIZATIONS and AFFILIATIONS

Leadership Louisville 1990
Leadership Kentucky 1996
Chestnut Street YMCA Board of Directors
YMCA Safe Place Services Board of Directors (10 years)
Community Coordinated Child Care (4Cs) Board of Directors (6 years)
California Day Care Board of Directors
Community Action Agency Administering Board (18 years)
Kentucky Conference of NAACP Branches
National Organization of Black Law Enforcement Executives (NOBLE)
Kappa Alpha Psi Fraternity, Inc.
Prince Hall Mason, Jurisdiction of Kentucky
Urban Youth Golf Program Board of Directors

References Available Upon Request