



Chief of Police Candidate Profiles

Candidate Summary

This distinguished group of candidates for the position of Columbia's Chief of Police, has been chosen to move forward in the assessment process, bringing with them over 20 years of individual, progressive law enforcement experience. Each candidate has risen from the ranks of police officer to leadership positions in law enforcement organizations, nationally and internationally. Likewise, each candidate has held the position of Chief or the equivalent, in his respective community. This slate of candidates manages between 111 to 2,000 sworn law enforcement personnel, with budgets ranging from \$12 to \$79 million dollars. Each of the five candidates has earned BS/BA degrees and three have earned Master's degrees. In addition, each of the five candidates has received extensive law enforcement training. Several are FBI Academy graduates. The candidates are members of nationally recognized law enforcement organizations, such as IACP (International Association of Chiefs of Police) and National Organization of Black Law Enforcement (NOBLE). The City of Columbia's national search for the next Chief of Police has successfully identified five extremely qualified candidates for consideration.

A. Tony Fisher



Chief Fisher was most recently the Director of Public Safety for the City of Spartanburg where he was responsible for the operation of Law Enforcement and Fire Suppression services for the City. The Agency was awarded national accreditation in 1999 and was re-accredited for the fourth time in 2011. The City of Spartanburg Department of Public Safety is one of only two agencies in South Carolina to receive national accreditation for both Police and Fire. Chief Fisher completed a Department of Justice Training Assistance Program Fellowship in Haiti in 1995, where he served as an Academy Instruction and Field Leader, providing the Haitian Government with expertise and leadership in the areas of police training and organizational development. As the Associate Director for the National Organization of Black Law Enforcement (NOBLE),

Chief Fisher conducted executive searches and served as national trainer and grant administrator. Earlier in his career, Chief Fisher served as Chief of Police for the Takoma Park, Maryland Police Department. He also served in several capacities for the Montgomery County Police Department in Rockville, Maryland, including Managing Criminal Investigations Detective, Instructor and Background Investigator. Chief Fisher earned a BS Degree in Management from the University of Maryland (College Park). He is a member of numerous professional associations and community organizations.

William Holbrook



Chief Holbrook is currently Chief of Police for the Huntington, West Virginia Police Department, where he manages 111 sworn and 15 civilian forces and a \$12 million dollar annual budget. As Chief of the Huntington Police Department, he established a Digital Forensics Unit, as well as Information Technology and Crime Analysis Offices. Under his direction and leadership, overall reported crime reached a 27-year low. Chief Holbrook has served as Assistant Special Agent in Charge for the North Carolina State Bureau of Investigation. He has also worked for the Charlotte Police Department as a Police Officer/Detective. Chief Holbrook has been awarded Law Enforcement Officer of the Year by the West Virginia Association of Justice and District Agent of the Year by the North Carolina State Bureau of Investigation. He has also received the Medal of Merit for his work with the Charlotte Police Department. Chief Holbrook is a graduate of the FBI Academy and has an MBA from Pfeiffer University and BA from Marshall University.

Bryan Norwood



Chief Norwood has over 20 years of law enforcement experience, most recently serving as Chief of Police for Richmond, Virginia. As Chief, he managed the operations of a department with 760 sworn officers and an annual budget of more than \$79 million in a city population of more than 200,000. Chief Norwood has also served as Chief of Police in Bridgeport, Connecticut from 2006 to 2008, after having served in several positions within the Department of Police Service, New Haven Connecticut, where he advanced to the rank of Assistant Chief in 2002. During his law enforcement career, he also served as a DEA Special Agent in New York City. Chief Norwood earned a BA Degree at Hampton University in Hampton, Virginia.

He is a member of several professional and community organizations, including NOBLE (National Organization of Black Law Enforcement Executives) and IACP (International Association of Chiefs of Police), and has received numerous awards and accolades for his work in law enforcement.

Charles Rapp



Director Rapp is currently serving as the Executive Director for the Maryland Police and Correctional Training Commissions. As executive director, he leads a staff of 160 employees, providing regulatory oversight and mandated training to corrections and police agencies. Director Rapp began his career as a police officer for the Baltimore County Police Department and advanced to the rank of Commander. During his tenure, the Baltimore County Police Department consisted of 2500 members and served a population of 800,000 residents. During his career with the Baltimore County Police Department, Director Rapp has served as Captain of the Police Training Academy, Criminal Investigations Division and Commander of the Hostage Negotiation Team. He has earned a Master of Administrative Science- Management from Johns Hopkins University and a BA from the University of Maryland. Director Rapp is a member of several professional organizations, including IACP (International Association of Chiefs of Police) and the International Association of Directors of Law Enforcement Standards and Training.

Gregory Reese



Colonel Reese currently serves as Chief of Security Forces for Air Force Space Command at Peterson Air Force Base in Colorado. In this role, Colonel Reese is responsible for organizing, training and equipping over 2,000 military police officers who secure and protect the nation's space launch, strategic satellite networks and early warning radars. As a 23 year veteran of the U.S. Air Force, he has served as Police Chief of 4 separate military police departments and is currently the regional Police Chief responsible for 7 military police departments. Colonel Reese earned a BS from the U.S. Air Force Academy and a Master's degree from the University of South Carolina.