

# The City of Takoma Park, Maryland seeks a Deputy Police Chief



## The Community

Takoma Park, Maryland offers its Deputy Chief of Police an exceptional professional opportunity and an inviting quality of life in a diverse and involved community.

Takoma Park is a dynamic, multicultural community of over 17,500 residents in Montgomery County, on the border of the nation's capital. The city of 2.4 square miles is primarily residential, with about one half of its housing units in multifamily structures. The community benefits from the excellent Montgomery County public schools, attractive tree-shaded neighborhoods, several parks and playgrounds, convenient access to regional transit systems, and many bike and pedestrian paths.

## The Community (continued)

Takoma Park residents enjoy a multitude of cultural, recreational, shopping and dining offerings within the City and in nearby Silver Spring and Washington, D.C. The City of Takoma Park hosts several street and music fairs each year and offers a wide variety of cultural and community programming in its Community Center Auditorium.

The community includes families with young children, a growing senior population, and many working adults in one and two-person households. The racial/ethnic mix of the community is 43 percent Caucasian, 34 percent Black/ African-American, 15 percent Hispanic, and four percent Asian. Over 30 percent of Takoma Park residents were born outside of the United States, mostly in Central America and Africa. More than 30 percent of the population speaks a language other than English at home. The City provides key information in English, Spanish, Amharic and French.

Takoma Park residents tend to be educated, informed, actively involved in the community and passionate about preserving its character and quality of life. The civic activism of the community is exemplified by its status as a sanctuary city; it allows 16 and 17 year olds and non-U.S. citizens to vote in local elections, has strict laws to protect trees, restricts plastic bag and polystyrene use, has curbside food compost collection and a strong sustainability program. It also has a strong arts community. Takoma Park is a welcoming and supportive community to its residents from different countries and of different faiths.



## Municipal Organization

The City of Takoma Park has a Council/Manager form of government. The governing body is a City Council comprised of six members and the Mayor, who is a voting member of the Council. The City Council is the policy-making body of the City, with members elected for non-staggered, two year terms. The City Council adopts the annual budget, passes ordinances and resolutions, and hires and supervises the City Manager and City Attorney.

Day-to-day operations of the City are managed by the City Manager who supervises all department directors, including the Chief of Police. The City offers the gamut of municipal functions, including general administration, housing and community development, public works, police and code enforcement, library recreation, and stormwater management. Fire, Rescue and Emergency Medical Services are provided by Montgomery County. For Fiscal Year 2019, the City's annual operating and capital budget is about \$31.5 million. The largest portion of revenue is obtained through property taxes. The annual operating budget for the Police Department in Fiscal Year 2019 is about \$8.5 million. Approximately 49 percent of the Police Department's budget is funded by revenue from State and County sources.

While primarily residential, Takoma Park has two larger commercial areas as well as several smaller neighborhood commercial centers. Old Takoma, a "Maryland Main Street" community, is the oldest commercial area, straddling the Maryland/Washington, D.C. line near the Takoma Metro Station and is known for its eclectic businesses and a growing number of restaurants. Takoma/Langley Crossroads is the city's largest commercial area, straddling the Montgomery/Prince George's County line, with stores and restaurants offering products and fare from around the world. The light rail Purple Line, now under construction, will have a major station at the Crossroads.



## Municipal Organization (continued)

Educational needs of the community are served by the outstanding Montgomery County public schools and several private and parochial schools. Many local students attend Montgomery Blair High School with its nationally known science and math magnet program. Washington Adventist University and a campus of Montgomery College, the county's community college, are located in Takoma Park. Within close proximity are the main College Park campus of the University of Maryland and the many excellent universities in Washington, D.C.

Washington Adventist Hospital is located in Takoma Park, but its main hospital activities will be moving to another location in 2019. Some health facilities will remain on the campus.

Takoma Park is well-served by rail and bus transit, as well as bike trails and bike share stations, providing convenient access to employment and recreation in the area. Baltimore-Washington Thurgood Marshall International, Ronald Reagan National, and Dulles International Airports all serve the region.

To learn more about Takoma Park, visit [www.takomaparkmd.gov](http://www.takomaparkmd.gov).

### Position Profile

Appointed by and reporting to the Chief of Police, the Deputy Chief will oversee the day to day operations of a modern, full-service agency dedicated to policing the City with a highly engaged and community-involved approach. The Deputy Chief of Police develops and administers programs and activities to ensure the safety and security of the community and to reduce fear of criminal activity. The Takoma Park Police Department offers patrol, crime prevention, criminal investigations, communications and records management, and administers the speed camera enforcement program. The department staff includes a total of 62 members, 43 of whom are sworn officers. Non-sworn members of the department include records clerks, dispatchers, crossing guards, crime analyst and administrative staff. Interagency cooperation with Montgomery County Police Department, Metropolitan Police Department and other surrounding agencies is essential.

### Candidate Profile

The Deputy Chief will be someone who is interested in and passionate about making a positive and lasting impact on a community in a diverse, urban area through effective management of a full service police department. The Deputy Chief is a key member of the police departments leadership team and the position requires highly developed technical skills, polished communication and presentation skills, the ability to perform well under pressure, the capacity to meet deadlines, and the ability to develop and maintain credibility and trust within the department and with City staff, the public, elected officials, and cooperating agencies at the local, state, and federal levels. The successful candidate will have in-depth knowledge and experience in the management of municipal police departments, especially those providing a high level of community engagement and advanced crime prevention practices. The ideal candidate will have significant operational experience in the various ranks of a police department as his/her career has progressed and be current on contemporary best practices in policing.

The successful candidate must have a commitment to mentoring, training, staff development and involvement, while valuing employee input into decisions and developing the leadership for tomorrow's department. The Deputy Chief will display impeccable character, candor and professionalism.

The next Deputy Chief will be comfortable in a diverse, involved community that is welcoming and inviting to those of any race, age, ethnicity or political persuasion. The Deputy Chief must be comfortable policing in a sanctuary city.



## Qualifications & Experience

A minimum of a Bachelor's degree in criminal justice, business, public administration, or a related discipline from an accredited college or university (or a demonstrably equivalent combination of education and experience) is required, with a graduate degree preferred. Candidates should demonstrate knowledge of police department operations and management, public administration of local governments, and knowledge of best practices in the management of municipal police services. Police management experience in an urban environment is preferred. Advanced training such as the FBI National Academy, Southern Police Institute or an equivalent advanced program is preferred.

The selected candidate must be able to gain Peace Officer certification in Maryland in a reasonable period of time as well as a valid Driver's License for the state or jurisdiction in which he or she lives.

The selected candidate must demonstrate exceptional managerial and administrative experience, the capacity to effectively engage the department staff and community, and have a personal and professional background that can withstand close scrutiny.



## Compensation & Benefits

The starting salary range for the Deputy Chief of Police will be \$110,000-\$130,000. The City will provide a vehicle and competitive comprehensive benefits to the Deputy Chief of Police. Residency within Takoma Park is not required, though it is expected that the Deputy Chief will reside within a 30-45 minute commute.

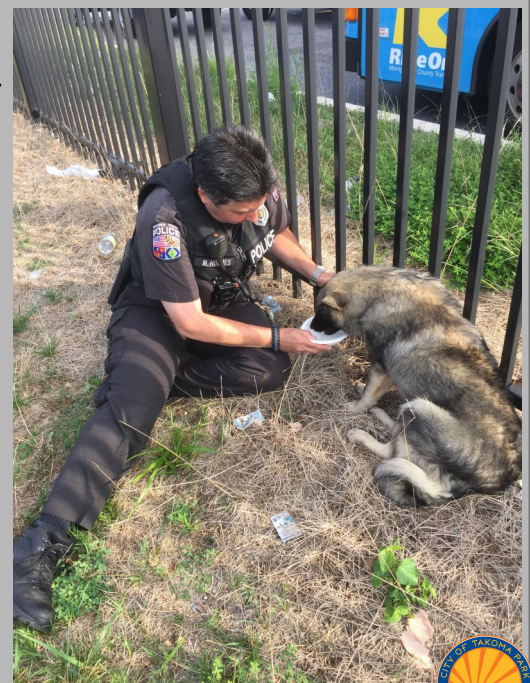
## Application Procedure

Qualified candidates are strongly encouraged to apply online at [www.takomaparkmd.gov](http://www.takomaparkmd.gov), click on Services, then select Careers/Jobs. The first review of applications will take place September 4, 2018 and will be weighed against the criteria as indicated in the brochure. The position will remain open until filled.

Applications must contain a cover letter outlining the candidate's qualifications for the position specific to the needs in the brochure, a resume and a short, one page writing sample.

Questions and requests for additional information should be directed to:

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*The City of Takoma Park is proud to be an Equal Opportunity Employer valuing diversity at all levels. We encourage qualified candidates from diverse walks of life to apply.*

