



THE CITY OF TAKOMA PARK, MARYLAND

IS SEEKING ITS NEXT

POLICE CHIEF

THE COMMUNITY

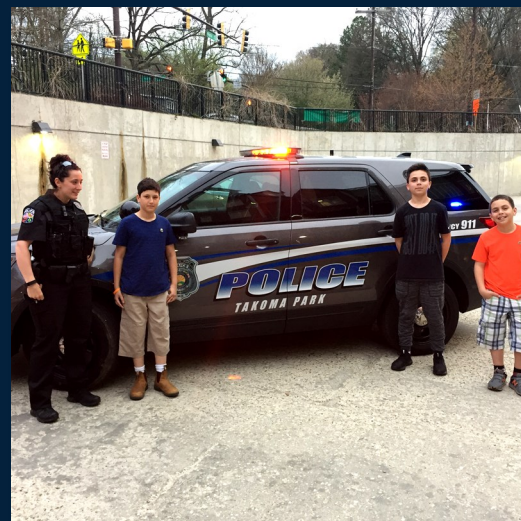
Takoma Park, Maryland offers its next Chief of Police an exceptional professional opportunity and an inviting quality of life in a diverse and involved community.

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.

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. Over 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.

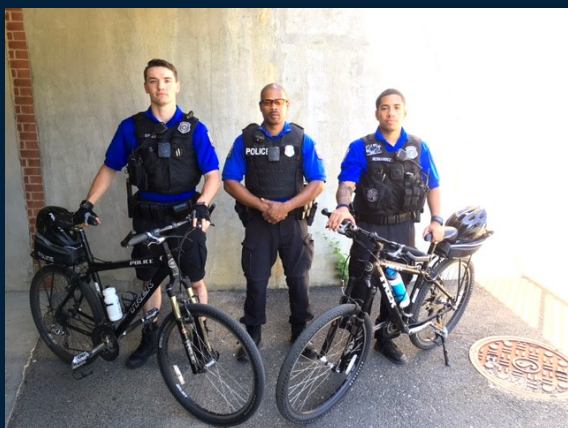




MUNICIPAL ORGANIZATION

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 2018, the City's annual operating and capital budget is about \$32.5 million. The largest portion of revenue is obtained through property taxes. The annual operating budget for the Police Department in Fiscal Year 2018 is about \$7.9 million. About 52 percent of the Police Department's budget is funded by revenue from State and County sources.



THE COMMUNITY *(CONTINUED...)*

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.

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 <https://www.takomaparkmd.gov>.



POSITION PROFILE

Appointed by and reporting to the City Manager, the Chief of Police leads and manages a modern, full-service agency dedicated to policing the City with a highly engaged and community-involved approach. The 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 61 members, 42 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 next Chief of Police 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 Chief of Police is a key member of the City's senior 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.

As the chief executive of the Police Department, the Chief will manage its personnel, budget, programs and activities with an eye for continuous improvement to meet the needs and expectations of an urban community and its highly engaged residents. A strong, collaborative and visionary style of leadership, both engaging and personable, emphasizing the needs of the department's internal and external customers, is essential. The Chief must be willing to gather information and feedback from a variety of stakeholders and make tough, even unpopular, decisions that benefit the organization, maximize its human and equipment resources, and provide best possible services to the residents and businesses the department protects. The Chief must be willing to develop and maintain a departmental culture that embraces a guardian mindset, with transparency and accountability to build trust within the community and department.

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 Chief will have a high degree of visibility in the department and community. The successful candidate will have the desire to enter into a long-term relationship with the City and the community, and an active commitment and appropriate level of involvement in professional networking and training to keep the Takoma Park Police Department fully abreast of applicable equipment, training methods, procedures and technology that will enable the Department to respond to current and future service demands. The Chief will be politically astute without engaging in politics and display impeccable character, candor and professionalism.

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

ISSUES AND CHALLENGES

Primary issues, opportunities and challenges for the next Chief of Police (not listed in priority order) include:

- Increasing relationship building within the community through proactive engagement and collaboration
- Embracing and adopting the strategies of the 21st Century Report on Policing
- Ensuring a departmental culture that emphasizes a guardian, rather than warrior, approach to policing, transparency, and accountability
- Training and staff development
- Managing code enforcement through the department's Neighborhood Service Team division
- Criminal activity, principally burglary and property crimes
- Enhanced crime prevention
- Continued and increased utilization of technology in law enforcement operations
- Interagency and intergovernmental cooperation
- Homeland security and disaster preparedness in conjunction with Montgomery County and the greater Washington, D.C. region
- Resource management and prioritization



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 and a Maryland Driver's License in a reasonable period of time.

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 new Chief of Police will be negotiable and competitive in the low to mid \$100K range, depending upon qualifications and experience of the selected candidate. The City will provide a vehicle, competitive benefits and relocation costs, if needed, to the Chief of Police. Residency within Takoma Park is not required, though it is expected that the Chief will reside within a 30-45 minute commute.



APPLICATION PROCEDURE

Interested applicants are strongly encouraged to apply by October 16, 2017 at <https://springsted-waters.recruitmenthome.com/postings/1550>. Following the first review date, applications will be screened against criteria provided in the brochure, and the City Manager will consider offering interviews to selected candidates. Interviews in Takoma Park will be offered to those candidates named as Finalists, with reference checks, background checks, and academic verifications conducted after receiving candidates' permission. For more information, please contact Chuck Rohre at crohre@springsted.com or by calling 214-466-2436.

The City of Takoma Park is an Equal Opportunity Employer and values diversity at all levels of its workforce.



14285 Midway Road, Suite 340 Phone: 972-481-1950
Addison, TX 75001 Fax: 972-481-1951

Springsted
380 Jackson Street, Suite 300 Phone: 651-223-3000
Saint Paul, MN 55101 Fax: 651-223-3002

Serving
**LOCAL GOVERNMENT
& ORGANIZATIONS**

