

## City of Suffolk

### POLICE CHIEF

#### The Position

The City of Suffolk is seeking a highly motivated, accomplished, and visionary leader in law enforcement to serve as the next Police Chief. The Police Chief is responsible for protecting lives and property in the City through the administration of all police, communication and E-911 dispatch, records management, and animal services. The Police Chief will provide strategic leadership and vision, aligning the Police Department's objectives with the broader mission and strategic direction of the City of Suffolk.

The Police Chief will play a pivotal role in ensuring the efficient operation of the Police Department in a growing City. The City's population just exceeded 100,000 and is expected to grow to 130,000 by 2045. There is high growth in both the residential and commercial sectors within the City's 430 square miles. The Police Chief will need to identify how the department should grow to accommodate the needs of rural, suburban, and downtown areas.

This position serves as an integral member of the City Leadership Team and is expected to perform in both leadership and management capacities. As the head of a diverse and multi-faceted law enforcement agency, the Police Chief will spearhead efforts to deliver essential public safety services to our community. This involves leading a dedicated team to meet the unique needs of our residents and uphold the highest standards of law enforcement professionalism. This includes exercising control over activities, maintaining order, and enforcing laws and ordinances. Additionally, the position involves establishing strategic priorities and adeptly managing the Police Department's budget, contributing to the overall success of our community's safety and well-being.

The position is open after the retirement of the last Chief, who had been with the department for 24 years.

#### Qualifications

**Minimum requirements** include any combination of education and experience equivalent to a bachelor's degree in police science, criminal justice, public administration, business management, or a related field, from an accredited college or university and eight years of progressively responsible law enforcement experience, including four years of supervisory experience.

**Preferred qualifications** include at least three years of command staff experience, time and oversight in all areas of police, including patrol, administrative, investigative specialty units, records, communications, and animal control. Demonstrated ability to build and retain trust in the community, engage with officers and civilians in all levels of the department, work to advocate for solutions with other key players in the criminal justice system, and retain the community's low crime and high quality of life. Completion of the FBI National Academy or other command school experience and leadership in a department accredited by CALEA is preferred but not required.

#### Compensation and Benefits

The expected hiring range is \$165,000 - \$200,000, depending on qualifications, with an excellent benefits package. The compensation package includes the use of a City vehicle as well as the following: Health, Dental and Vision Insurance; Virginia Retirement System; Paid Time Off; Paid Holidays; Group Life Insurance; Long-Term Care Insurance; Employee Assistance Program; Flexible Spending Accounts;

Deferred Compensation; and Tuition Reimbursement. Additional information about the benefits and retirement for police personnel is available here: <https://www.suffolkva.us/343/Benefits-Retirement>.

The City of Suffolk requires residency within 24 months of appointment and will provide relocation assistance.

## **How to Apply**

Applications will be accepted electronically by Raftelis at [jobs.crelate.com](https://jobs.crelate.com). Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position will be open until filled with a first review of applications beginning **May 8, 2024**.