The City of Charlottesville, Virginia
is seeking a visionary leader to be its next

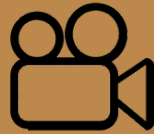# Police Chief

Monticello Wine Trail

About Charlottesville

Situated in central Virginia – along the Rivanna River about 120 miles southwest of Washington, D.C and 70 miles northwest of Richmond, VA – Charlottesville is a city of around 47,000 residents and home to world-class wineries, outdoor recreation, history, dining, art, cultural events, and the University of Virginia.

City Market, Charlottesville's oldest open-air market

Click here
Discover Black Cville

A passport to Black culture in Charlottesville and Albemarle County

CHIC & CLASSY IMAGE CONSULTING, 101.3 JAMZ, AND IX ART PARK PRESENT

SOUL OF CVILLE

AUGUST 12TH 13TH 14TH 2022 CHARLOTTESVILLE, VA

Ix Art Park Foundation, seeks to empower its community through curating welcoming spaces that allow everyone in the community a safe space to exist creatively.

The Paramount Theater's mission is to educate, enchant, enrich, and enlighten by presenting a wide variety of arts, education, and entertainment opportunities for everyone to enjoy.
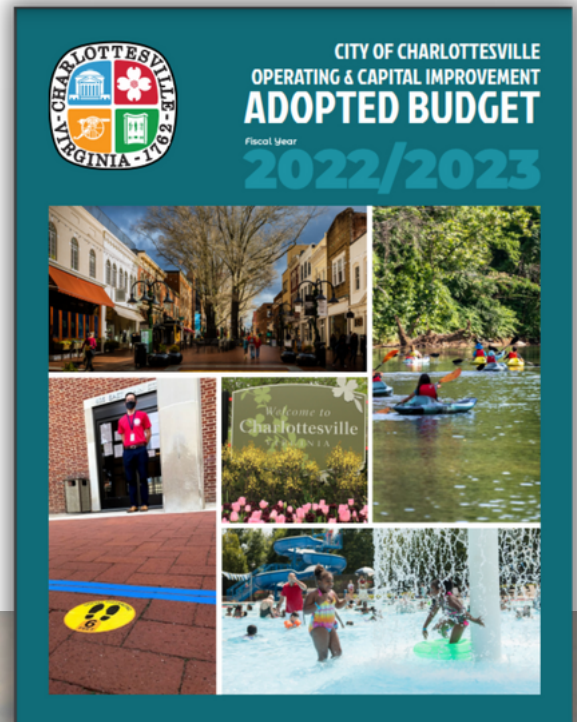

University of Virginia

About City Government

The City of Charlottesville is a municipal corporation located in West Central Virginia. The Council-Manager form of government is comprised of a full-time City Manager hired by the City Council as needed and a 5-person City Council with an internally elected Mayor.

City services include general government, police protection, public works, parks and recreation, wastewater treatment, social services, human services, fiscal and risk management, and fire/EMS services.

The City has a city attorney's office, a clerk of council, and several elected offices. The City has approximately 993 full-time staff, as well as part-time, temporary, and seasonal employees. The 2023 annual City general fund budget totaled $212 million, and the FY23-27 Capital Improvement Plan budget is $162 million. The City is financially stable and has a AAA bond rating.

CITY OF CHARLOTTESVILLE
OPERATING & CAPITAL IMPROVEMENT
ADOPTED BUDGET
Fiscal Year
2022/2023

Click here for details on the City of Charlottesville's current adopted budget.

Charlottesville installed green roofs on City Hall and the Police Annex in 2008

About the Police Department

The mission of the Charlottesville Police Department is to protect and serve the community of Charlottesville professionally and compassionately with a commitment to earning trust and increasing their accountability through transparent policies and unbiased practices.

The Charlottesville Police Department is divided into four divisions: Administration, Investigations, Support Operations, and Field Operations. The Field Operations Division consists of the Patrol Bureau which provides the 24-hour police patrol for the City of Charlottesville. The Support Operations Division consists of the Staff Development Unit, special teams, Accreditation and Compliance Manager, and Information Management Unit.

Charlottesville Police Department by the Numbers

100+	Sworn Officers
155	Full-time employees
7	Patrol districts
$20 m	FY 2023 budget

The Department is led by the Police Chief, Assistant Police Chief, 4 Patrol Lieutenants, and 1 Detective Bureau Lieutenant. The Detective Bureau includes 3 General Investigators including a Cybercrime Specialist, 2 Drug Investigators, and a 1 Sensitive Crimes Investigator. The K-9 program includes 2 Patrol Officers and 2 canines. The Department has an extensive outreach program, including 2 Police School Liaison Officers and 1 Traffic and Crime Prevention Officer, a Crossing Guard Program and a Police Auxiliary.

Civilian Staff include an Administrative Services Coordinator, Administrative Assistant, 3 Records Specialists, 2 Ordinance Officers,and a Custodian. The Department has seven patrol districts with more than 100 sworn officers who patrol the entire city. The department serves a daytime population of approximately 100,000 people; including 46,000 city residents, 30,000 commuters, and 22,000 University of Virginia students.

The Office of the Chief of the Charlottesville Police Department

The Office of the Chief consists of the Chief and Assistant Chief positions as well as an Administrative Assistant to the Chief (civilian), the office of Professional Standards (IA & FOIA), which consists of a Lieutenant and Sergeant, and a 4th Amendment Analyst. The Office of the Chief also liaises with the city's Public Safety PIO and Physical Security Specialist as well as manages the department Chaplain program.

The vision for the next Police Chief

The next Police Chief will be a change agent and consensus builder who has demonstrated the ability to foster positive and trusting relationships between the police department and residents. The next Police Chief will embrace radical transparency and accountability on multiple levels as essential tenets of effective, fair, and just policing.

The role

The Police Chief oversees and directs all activities of the Charlottesville Police Department and periodically coordinates with the Department's partners in other jurisdictions in the region. The Police Chief is hired by and reports directly to the City Manager, but upon hire will be officially confirmed by appointment from the City Council.

The Police Chief will have responsibility for implementing recommendations from two key processes and their respective reports:

- The Department of Justice's Task Force on 21st Century Policing
- The City of Charlottesville's **Disproportionate Minority Contact Task Force**

The Police Chief will also work with key stakeholder groups, including a Police Civilian Oversight Board.

The salary range for the Charlottesville Police Chief is $91,925.29 - $196,849.35 annually.

The qualifications

The ideal candidate will have a proven track record of effective community policing and senior command-level experience in a municipal law enforcement agency similar in size to that of Charlottesville's. The successful candidate will have a minimum of five years of experience in a command-level position within a law enforcement agency and have had the responsibility of supervising personnel while serving in such a position.

A bachelor's degree in criminal justice, police science, public administration or a related field from an accredited college or university is strongly desired. However, a combination of formal education and additional professional experience in a law enforcement agency beyond the 5-year minimum described above may be considered as equivalent to the desired undergraduate degree at the discretion of the City Manager and City Council. An advanced degree in an appropriate field is highly desired.

The successful candidate will demonstrate:

- The ability to manage an operation within a complex organization and to work collaboratively with other City departments
- Extensive experience collaborating with and a full appreciation of Civilian Review Boards, Citizen Advisory Councils/Groups, and other constituencies
- The ability to research and analyze data and present clear and concise findings to appropriate audiences
- The ability to foresee and plan for emerging trends and direction in technology, safety, and regulatory requirements
- The ability to instill confidence and professional pride and the skill to recognize and use staff abilities to build successful teams
- Flexibility and the ability to work under pressure or tight deadlines

To Apply

The City of Charlottesville is partnering with POLIHIRE to identify its next Police Chief. If you are interested in this position, please submit a cover letter and resume to **Charlottesville_Police_Chief@polihire.com**.

Please include only your name (Last, First) in the subject line when submitting these materials.