



Position Profile

City of Dayton **Director and Chief of Police**

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Executive Search Consultants



City Government

The City of Dayton is located in Southwestern Ohio and is the county seat and largest city of Montgomery County. Dayton is Ohio's sixth largest city with a population of 140,569 (2019 census) and greater Dayton has a population of 803,416. Dayton is situated just north of the Cincinnati metropolitan area.

Dayton plays host to significant industrial, aerospace, and technological/engineering research activity and is known for the many technical innovations and inventions developed there. The city was the home of the signing of the Dayton Peace Accords, which brought an end to the war in Bosnia. The Wright brothers, poet Paul Laurence Dunbar, and entrepreneur John H. Patterson were born in Dayton.

Dayton was one of the first large cities in the country to adopt and operate under a Commission-Manager form of local government since 1913. Dayton is a well-run city with a reputation for good government. The City's governing body is made up of five members, a mayor and four commissioners, elected at-large for four-year, overlapping terms. The Dayton City Commission serves as the policy making body for the City of Dayton and is entrusted by the City Charter to pass ordinances, adopt resolutions and appoint the City Manager. Dayton City government provides a full range of services including police, fire, EMS, street maintenance, waste collection, building inspection, water and supply treatment, sewer maintenance, wastewater treatment, recreation, municipal courts, an international airport, and a general aviation airport. The City of Dayton is comprised of 15 departments employing over 1800 employees. The City's General Fund budget FY2021 totals approximately \$150 million.

In 2019, Dayton was ranked by Site Selection magazine as the number one mid-size metropolitan area in the nation for economic development and was named best places in the US for college graduates to find a job.

Additional Information about the City of Dayton can be found at: www.daytonohio.gov

The Community

Ohio's borders are within 500 miles of roughly 60 percent of the country's population and manufacturing infrastructure, making the Dayton area a logistical center for manufacturers, suppliers, and shippers. Dayton also hosts significant R&D in fields of industrial aeronautical and astronautical engineering that have led to many technological innovations. Much of this innovation is due in part to Wright Patterson AFB and its place in the community. With the decline of heavy manufacturing, Dayton's businesses have diversified in the service economy that includes insurance and legal sectors as well as healthcare and government sectors. Quality of life, affordability and a great place to live and raise a family are common themes of new residents to the area. Some of the greater Dayton area's major employers include: Wright Paterson Air Force Base, Taylor Communications, Premier Health Partners, CareSource, Dayton Children's Hospital, University of Dayton, Wright State University, Sinclair Community College, Reed Elsevier/LexisNexis and many health providing institutions. Dayton is a well-planned, well-run, economically transitioning city with a council-manager form of government.

2019 marked a challenging year where an outbreak of Memorial Day tornados became the worst natural disaster since the 1913 floods. In August of the same year, an Oregon District shooter was stopped by Dayton Police seconds after shooting began, in some cases charging the shooter in just bicycle gear, undoubtedly saving many lives. Later in the year, six Dayton police officers received the Medal of Valor from the President.

On the heels of a particularly difficult year, unprecedented cooperation between the City and the community have brought about the desire to continue the momentum and take advantage of the timing of an historic social awakening with respect to social reform and the future direction of public safety and community policing.





Community Outreach

Multiple outreach efforts with the community, sworn officers and key stakeholders prompted discussion around the desired qualities of the next Chief. The following themes were shared:

- Servant Leader, Accountable, Good listener and responsive, A philosophy of openness
- Forward Thinking; Progressive; Authentic; Open-minded; Empathic; Respectful; Honest, Ethical
- Leads by example; Inspirational; Adept at motivating change
- Relationship and Consensus builder; Inclusive
- Track record of displaying moral and political courage to “do what’s right”
- Demonstrated history of progressive policing practices and new approaches to community policing and engagement
- Displays appropriate cultural competence while navigating individual differences
- Public facing, strong track record of building strong and genuine connections with the community, open, honest, and transparent
- Track record of promoting diversity in department; Holds staff accountable
- Reform-minded; Balanced in understanding needs of department and community; History of innovative police training
- History of building relationships with surrounding jurisdictions

**Position Profile
Director and Chief of Police
City of Dayton**



Dayton Police Department

With a 2020-2021 budget of \$57 million, the Dayton Police Department (DPD) is one of the leanest and most efficiently run Police Agencies in the state. The Department employs 368 sworn officers and 39 civilian employees. Under the steady hand of the former chief who retired in July 2021, DPD has continued to proudly serve the Dayton community. That relationship has grown to include close collaboration on police reform resulting in the acceptance of 142 reform recommendations by the City Commission, in June 2020. This reform effort is now in the implementation phase under the guidance of community based advisory groups working in cooperation with the Office of the City Manager and the Dayton Police Department.

The Position:

The Director and Chief of Police (“Director and Chief” or “Chief of Police”) plans, organizes and directs the Dayton Police Department to achieve optimum services for the citizens of the City of Dayton and for the protection of life and property, within the framework of the City Charter and in compliance with all Federal, State and Local laws. The Chief of Police carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems. The incumbent must maintain a thorough knowledge of administrative policies and procedures, standard operating guidelines/procedures.



Essential Duties and Responsibilities

1. The Chief of Police is responsible for planning and implementing a policy strategy that is consistent with City Commission priorities and maximizing the safety and security of citizens and their property.
2. The five principal areas of concern for the Chief of Police are law enforcement, the detection and apprehension of law violators, safety, and maintenance of motor vehicle codes on the streets and thoroughfares; police administration, the deployment and management of financial, as well as human resources; human relations, the development and maintenance of public support for police programs; and planning the strategic and tactical concern for future law enforcement and public safety needs.
3. The incumbent is responsible for developing and administering departmental operations of the Police Department that ensure operational procedures, work methods, utilization of personnel and equipment, and the enforcement of rules and regulations. Designates and assigns personnel equipment to such duties and uses as the department operations require in the protection of life and property against violators of the law and ordinances. Directs and administers programs of crime prevention, detection, apprehension and the enforcement of all traffic and vehicular safety regulations. Directs the investigation of non-routine criminal offenses against persons or property. Develops and directs the operations of recruit, in-service and formal education training programs for staff personnel to ensure continuing supply of qualified and professional police personnel. Administers the recommendations of hires as well as the salary increases and promotion programs to assure compliance with Civil Service regulations and Departmental policy. Develops and administers a police community relations program for the mutual benefit and welfare of the department and community. Takes a lead role in regional law enforcement programs involving municipal jurisdictions.
4. Within this framework, the Chief of Police line managerial accountabilities can be seen in the following review of subordinate activities:
 - a. Major-Patrol Operations: This position directs police protection operations throughout the City. Functions include patrol and observation as a preventive measure against law violators; supervision of public gatherings; field service calls to the community in response to the enforcement of laws and ordinances; investigation of criminal activity and traffic accidents; arrests of offenders; and preparation of reports to culminate in the prosecution of offenders. Incumbent plans and supervises the enforcement of traffic and safety regulations and programs of crime prevention and detection. Incumbent cooperates



Position Profile
Director and Chief of Police
City of Dayton

- with State and Federal officers in the apprehension and detention of wanted persons and other agencies where activities of the Police Department are involved.
- b. Major-Special Investigations: This position oversees the detective bureau which has the responsibility to investigate matters of a criminal nature and to follow through on criminal prosecutions, prevention and detection of crime whenever possible, and the recovery and return of stolen property. A major task of this bureau is in the area of criminal offenses against the person or property, vice, narcotics, juvenile, delinquency, etc. Quite often these investigations necessitate the utilization of crime laboratory equipment and scientific aids.
 - c. Major-Administrative Services: This division is responsible for data management and technology. The division also oversees the records keeping function, which maintains permanent files on all accident reports, criminal investigations and arrests. Additionally, they supervise, the Police Property room, including the issuance of police equipment and the storage and retrieval of all evidence and found property recovered by police officers and detectives.
 - d. Major-Professional Standards: The division is responsible for personnel investigations involved in the hiring process and works closely with the Civil Service Board. Additionally, they operate the Police Academy, which is responsible for meeting all state mandated training, both at entry level and in-service. The Professional Standards Bureau also reports to this division and is responsible for overseeing the investigation of all complaints from citizens concerning police misconduct.
5. One way the incumbent seeks to improve the quantity and quality of police services is by stimulating and introducing technological advances. The Director develops and, with City Manager approval, implements a Capital Improvement Plan and Capital Outlay Replacement Cycle which address the replacement of old equipment and the introduction of new technology.
 6. The Director and Chief coordinates municipal police functions with other City departments, community groups and other law enforcement and criminal justice agencies. The objective is to make the best use of available resources while maximizing police services for citizens. The Director is recognized in the region for his/her/they/them expertise in law enforcement and leadership in multi-jurisdictional programs.
 7. The incumbent, through subordinate staff, is responsible for developing and administering a public relations program with all educational institutions and the general public. This function includes appearances and presentations before the business community, educational institutions and local residents. The intent of the program is to elicit community support and citizen participation in crime prevention. The program is also intended to keep police personnel abreast of social change in the community, and to allow more effective performance of their duties. The incumbent keeps abreast of State statutes, Federal laws, and Supreme Court decisions to assure that the municipal police department regulations and enforcement are consistent with same. The incumbent is an active member of Federal, State and local police and criminal justice associations to assure the most effective use of police personnel, equipment, and operations. Incumbent establishes and participates in community relations programs that benefit and contribute to the welfare of the community and the department. Incumbent makes numerous personal appearances before citizen groups and the media to speak on topics related to crime prevention and police services.
 8. A major concern of the Director and Chief is relations with the Fraternal Order of Police. The incumbent meets regularly with that body on issues involving scheduling and, on the adjustments, and enforcement of the contracts. Incumbent also monitors the grievance process. Incumbent attends meetings with the City Manager or designee to discuss problems and programs as well as the general administration, and oversight of the Police Department.



**Position Profile
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City of Dayton**

Experience

Ten (10) plus years command experience in a large municipal police department is required. Candidates must have a proven track record working effectively in an ethnically and culturally diverse population. The ideal candidate will have a track record of interacting positively with the community at large and a history of developing and implementing innovative crime reduction strategies. Excellent communication skills expected and a history of effectively interacting with media, community stakeholders and elected officials.

Education

A Bachelors' Degree from an accredited college is required. A Bachelor's Degree in Public Administration or Criminal Justice may be substituted for two (2) years of management level experience. Advanced training with Police Executive Research Forum (PERF) or similar, preferred. Bilingual skills, a plus.

Compensation Range

The current salary range for the position is \$118,892 - \$160,825 annually and placement in the range will be based on the candidates' qualifications. The city provides an excellent benefits package.



To be Considered

We fully respect the need for confidentiality of information supplied by interested parties; however, prospective candidates should be aware that any applications or resumes submitted for this opportunity are subject to the Ohio Public Records Act and may be disclosed. Reference contacts will not be made until mutual interest has been established. The client organization we represent, and WAVERLY PARTNERS firmly support the principle and philosophy of equal opportunity for all individuals, regardless of race, religion, sex, age, national origin, sexual orientation, or disability.

Interested candidates should send a resume/CV to WAVERLY PARTNERS, the executive search firm retained by the City of Dayton.

Ted W. Plattenburg
Managing Director
WAVERLY PARTNERS
Cell: (513) 260-3189
E-Mail: tplattenburg@waverly-partners.com

OR

Heidi G. Milosovic
Managing Director & Principal
WAVERLY PARTNERS
Office: (440) 355-6629
E-Mail: hmilosovic@waverly-partners.com

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