

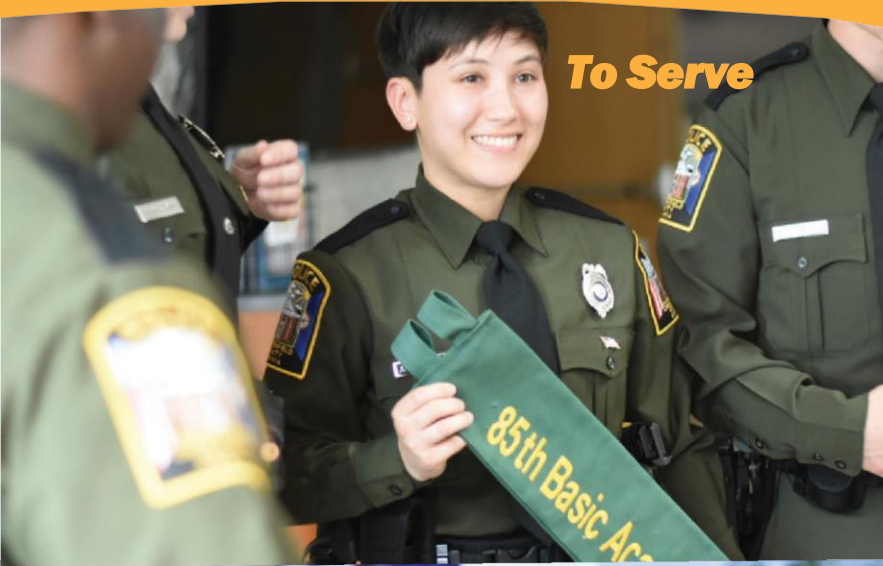


Chesterfield County, Virginia

announces recruitment for the position of

Chief of Police

Apply by July 29, 2024



To Serve



To Protect



To Lead



Living, Learning, Working and Playing in Chesterfield County

Strategic Location

Chesterfield County is ideally located in the mid-Atlantic region of the United States. This strategic location on the eastern seaboard is a valuable asset. It puts local businesses halfway between the markets of the north and south, within a one-day commute of 50% of the U.S. population, 65% of the nation's manufacturing operations and 60% of the corporate headquarters in the country.



Chesterfield is part of the Richmond region and is situated between the James and Appomattox Rivers. Chesterfield boasts an array of live, work and play options that are within a two-hour drive of Virginia beaches, the Blue Ridge Parkway and Washington, D.C. The county has an area of 437 square miles.

Chesterfield is the largest locality in the Richmond region and the fourth largest county in Virginia. The county has a population of over 380,000 people and continues to attract new residents. About 58% of the population is White, 26% is Black or African American, 4% is Asian, 0.6% is American Indian and Alaska Native, 0.1% is Native Hawaiian and Other Pacific Islander and 3% is classified as "two or more races," while 11% are of Hispanic and Latino origin. The median age of a county resident is 39 years.

Chesterfield's climate provides generally mild winters and warm, humid summers. An average year provides 206 clear days and 114 days of precipitation (including 10 inches of snow). January has an average temperature of 27 degrees and July has an average temperature of 89 degrees.

Safety and Security

Public safety is a top priority for Chesterfield. Police, Fire & EMS, Sheriff and the Emergency Communications Center work in partnership to provide a safe and secure community, which preserves the highest quality of life for our residents. Chesterfield is also proud of its juvenile justice system, which works in conjunction with the criminal justice system, to help ensure public safety while supporting rehabilitation.

Chesterfield is devoted to ensuring the safety and security of the community through prevention, readiness and professional response, which require appropriate public safety staffing levels. The 2024 public safety workforce statistics include:

- Police Department has 675 full-time employees
- Fire & EMS Department has 601 full-time employees
- Sheriff's Office has 295 full-time employees
- Emergency Communications Center has 62 full-time employees

The public safety workforce is among the best in the nation. Recruitment and retention of quality public safety professionals is an ongoing priority.

The Chesterfield County Police Department has been accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA) since 2017.

Educational Excellence

Education is another top priority in Chesterfield. The county is responsible for its own public school system under the direction of an elected school board. With more than 64,000 students, it is the largest school system in the region and has established innovative, state-of-the-art programs to challenge all students at all levels.

Financial Integrity and Stability

Chesterfield is one of fewer than 35 counties in the nation to hold **AAA ratings from all three major bond rating agencies**. This status reflects exceptional management of financial operations and conservative fiscal policies. The Chesterfield Utilities Department is one of only a few water and wastewater utilities in the nation to have achieved **AAA ratings on its revenue bonds from the three top rating services**. The highest of bond ratings recognizes the Utilities Department's excellent financial profile, low-debt burden, manageable capital plan and affordable rates as the keys to the department's success.

The county holds both the **Award for Distinguished Budget Presentation** and the **Certificate of Achievement for Excellence in Financial Reporting** from the Government Finance Officers Association. The FY2025 budget for the county totals \$2 billion, with the two largest components of the budget being the county's general fund (\$998.4 million) and the school fund (\$997.8 million). The county's total assets of \$4.7 billion are distributed throughout the county.

Award Winning County

Chesterfield County has a history of being an award-winning locality. Recognitions include:

- **2024, 2023 & 2022 Top Workplaces USA**
- **2024, 2023 & 2022 Richmond Times Dispatch Top Workplaces**
- **2024 Top Workplaces for Compensation & Benefits, Innovation, Leadership, Purpose & Value, and Work-Life Flexibility**
- **2023, 2022 & 2021 Top Workplaces for Diversity, Equity and Inclusion**
- **2023 & 2021 Forbes America's Best-In-State Employers**
- **Chesterfield County ranked 41st in Money Magazine's Top 50 Best Places to Live**
- Numerous achievement awards from the **National Association of Counties (NACo)** and the **Virginia Association of Counties (VACo)**
- **Training Magazine's Top 125** employers in the nation that provide outstanding employee development opportunities
- **100 Best Communities for Young People** by America's Promise - The Alliance for Youth
- **Diversity All Star Award** from the Greater Richmond Chamber of Commerce and the Richmond Human Resource Management Association
- One of the **Best Places to Live in America** by American City Business Journal
- **Award for Continuing Excellence (ACE)**
- **Gold Medallion Senate Productivity Award**
- **Nationally recognized leader in technology.** Four times recognized as the #1 digital county in the USA.



Chesterfield County Government

Chesterfield provides complete local government services, including public water and sewer utilities, mental health support services, fire and emergency medical services, sheriff and police protection. The county contains no incorporated cities or towns. It is divided into five magisterial districts, each of which is represented by one supervisor elected to serve four years.

These officials form the Board of Supervisors, the legislative body of the county. The Board of Supervisors elects a chairman from its membership for a one-year term. The Board appoints the County Administrator, who serves as the county's chief administrative officer under the board's direction.

The Board of Supervisors is responsible for establishing local public policy, raising local resources for the support of public programs, and overseeing the conduct of the county's affairs through its appointed administrative officials. County government, as a political subdivision of the state, also assists in the local implementation of state laws and programs.

Chesterfield County Board of Supervisors



James "Jim" Holland
Chair
Dale District



Mark S. Miller, Ph.D.
Vice-Chair
Midlothian District



Jim Ingle
Bermuda District

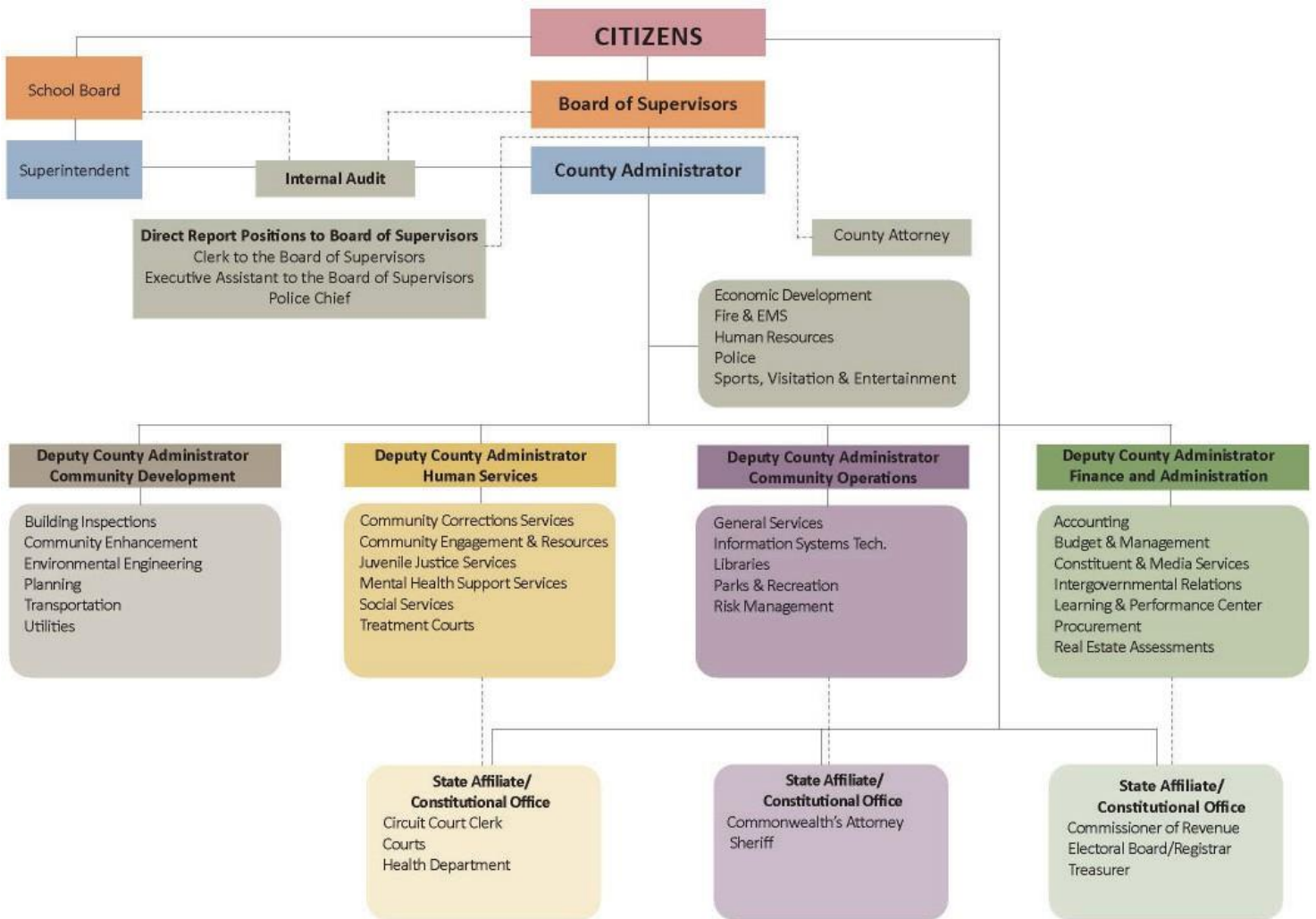


Jessica Schneider
Clover Hill District



Kevin Carroll
Matoaca District

Chesterfield County Organizational Structure



Chesterfield County Strategic Plan

Mission

Providing a FIRST CHOICE community through excellence in public service

Vision

To be an extraordinary and innovative community in which to live, learn, work and play

Values

Results, Innovation, Service, Ethics



Everyday Excellence



Safe and Secure Community



Robust Economy



Healthy Living and Well-being



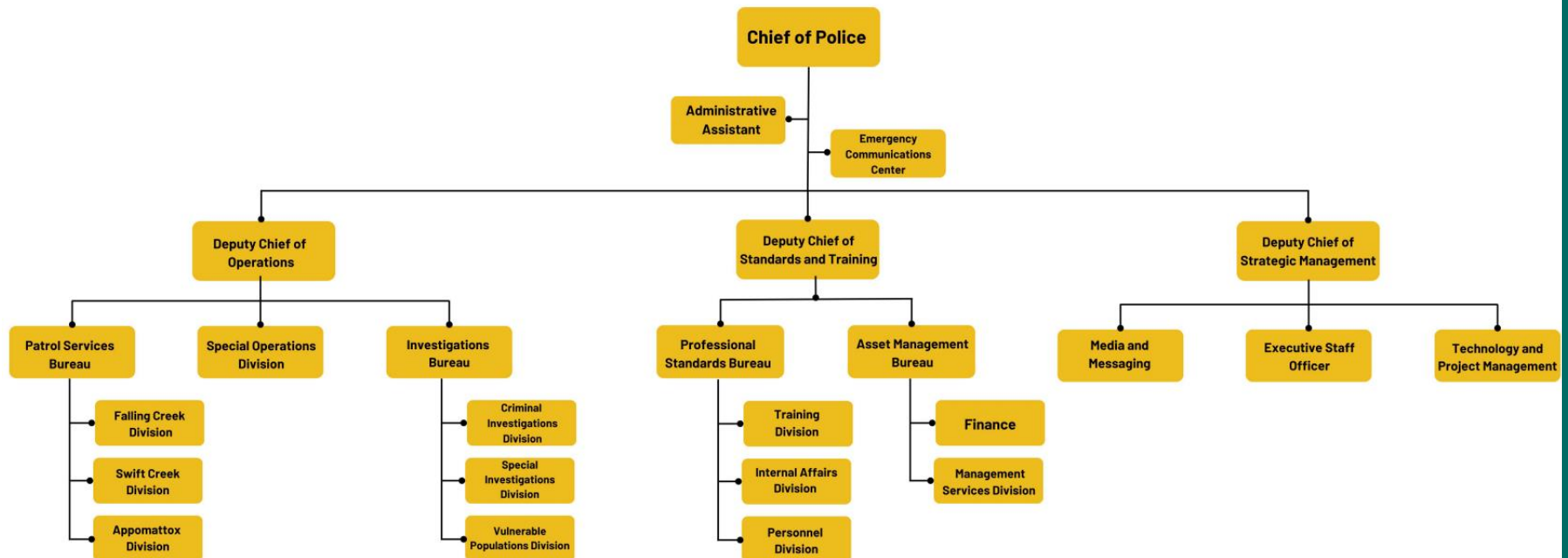
Thriving Communities



Learning for a Lifetime

Chesterfield County Police Department Organizational Structure

CCPD Organization Chart



The Department

Office of the Chief – The Chief's Office provides overall planning, development and direction for police services for this CALEA-accredited agency. Three deputy chiefs manage Operations, Standards and Training, and Strategic Management. Media and Messaging and Employee Wellness are managed and coordinated under Strategic Management.

Emergency Communications - The Emergency Communications Center (ECC) is responsible for answering, entering and dispatching calls for service while gathering and relaying information accurately and professionally. Staff in this division handle 911 calls, non-emergency calls, other public safety services and Police, Animal Control, Sheriff and Fire & EMS dispatching. ECC serves as a vital link between the public and other public safety organizations.

Strategic Management

Technology and Project Management – This team manages the use of and facilitates the acquisition of police department technology. The team also serves as support for all major projects for the entire department. Department systems aid in providing data to support strategic decision making. Police systems support staff is responsible for the computer hardware and software utilized by the department including remote sites and mobile data computers in police vehicles.

Operations

Special Operations Division (SOD) – This division provides specialized police services throughout the county. SOD enforces state laws through specialized teams such as traffic safety, the emergency response team and marine patrol. The division supports patrol operations in the apprehension of suspects, location of missing persons, and other general support functions through specialized teams such as K9, aviation, and unmanned aerial systems. Team members provide crime prevention education, citizen academies, crime prevention through environmental design, apartment safety awareness, and numerous other services such as neighborhood watch and project lifesaver. SOD develops impactful problem-solving partnerships through community engagement. This division also supports individuals experiencing mental health challenges through the co-responder partnership with the Mental Health Support Services Department. SOD also assists with operational preparedness, homeland security and emergency management.

Animal Services - This division serves, protects and promotes safety through the education of the community regarding responsible pet ownership and the enforcement of violations of law pertaining to animal welfare. The Chesterfield Animal Shelter is also responsible for pet adoption services.

Patrol Services – The patrol division provides first responder services to the residents, customers and businesses of Chesterfield. Officers patrol beats to resolve, prevent, and deter crime and support community policing efforts.

Special Investigations - This division investigates organized criminal activity, including narcotics organizations and gangs. Members of the team investigate offenses such as prostitution, sex solicitation and gambling, and they investigate mid to high-level drug traffickers and organizations. Duties also include identifying and seizing assets obtained through criminal activity. Special Investigations also coordinate and conduct crime and traffic analysis and provide investigative support in real time and management of criminal intelligence. The special enforcement team is also a part of this division.

Criminal Investigations – Investigations of all crimes against persons and property are conducted by this division. The crime solvers program and the forensics and cyber unit report to this division.

Vulnerable Populations – This division is responsible for investigating crimes against vulnerable populations including domestic violence, human trafficking, sex crimes, crimes against children and the elderly. The department's domestic violence coordinator reports to this division. Team members also provide school safety services through the school resource officer program in middle and high schools and the success through education and proactive policing program in all elementary schools.

Standards and Training

Training – This division is responsible for providing all recruit, in-service, specialized and career development education as well as firearms and vehicle operations training. The training division also administers the field training program and ensures compliance with Department of Criminal Justice Services training standards. The firearms training center and emergency vehicle operations course facilities are also part of the training division.

Personnel – Staff assigned to this division are responsible for recruiting, testing, conducting background investigations and selecting personnel for recommendation of hire. This division also administers the career development program and process certain permits and licenses.

Management Services – Members of this division provide logistical support and maintain custodial care of property and evidence in the possession of the department. Management Services develops and maintains inventory accountability for the handling of property and evidence, as well as the procurement and administration of department issued uniforms, equipment, vehicles and supplies. This division also has oversight of the police records management system and responds to Freedom of Information Act requests.

Finance – Fiscal oversight and control of the department's operating budget, asset forfeiture funds, and grant funds are managed by the Finance team. The members also manage the department's time accounting function and administration of the false alarm ordinance.

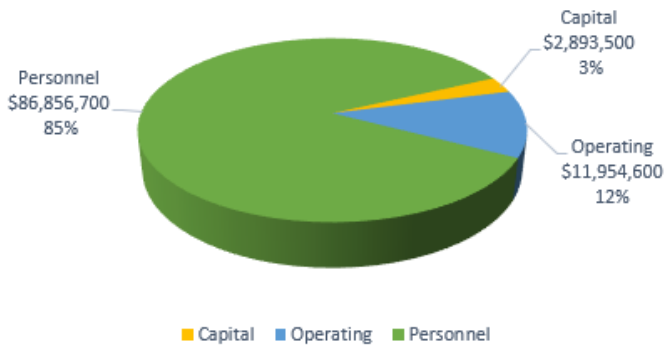
The Department (cont'd)

Standards and Training (cont'd)

Internal Affairs – The division is entrusted to provide independent internal inspection services for the police chief and members of management. Members of this division manages regulatory services such as off-duty employment, towing coordination, and state and national accreditation.

Budget – The department’s budget for fiscal year 2025 is \$101.7 million, an 8.4% increase from the prior year’s budget. Additionally, animal services, a division of the police department, has an operating budget of \$2.3 million.

FY2025 Police Operating Budget: \$101,704,800



The Position

The Chief of Police leads the CALEA-accredited Police Department in providing police services that enhance the quality of life for those that visit, live and work in Chesterfield. The department has 540 sworn and 135 non-sworn full-time personnel and responds to approximately 230,000 calls for service annually. The Chief of Police is responsible for planning and administering policing programs and activities of the county, to include design and implementation of policies and programs in the enforcement of laws and ordinances; prevention of crime and protection of life and property and overall improvement in the community’s quality of life; analysis of department operations, service demands, community needs and budget costs; coordination of police services with other agencies to address community problems; and building cooperative and positive relationships with the Board of Supervisors, County Administrator, department leaders, local/regional/state public safety agencies, media and citizens. In addition, the Chief of Police will also analyze data, prepare reports, and make recommendations for continued improvement of the Police Department. The Chief of Police, as defined in the county charter, will serve as a member of the executive leadership team and is under the oversight of the Board of Supervisors, but administratively reports to the County Administrator.



The Ideal Candidate

The county is seeking a dedicated, innovative, forward-thinking public service professional with extensive experience in modern policing. The ideal candidate will have impeccable integrity, ethics, a high level of professionalism, and a track record of being both kind and results-driven. The successful individual will bring proven leadership experience, excellent interpersonal and communication skills, and a commitment to delivering outstanding customer service through others. The candidate will be expected to be well-versed in cultivating a healthy, high performing organizational culture, innovative policing strategies, technology, and problem-solving partnerships. They will offer a record of accomplishments in implementing innovative, compassionate, and effective solutions to a wide array of complex community challenges. Specific experience in successfully addressing domains including, but not limited to, criminal conduct, quality of life concerns, mental health response, and substance abuse disorder are imperative. In addition, strong knowledge of regional and national policing trends and practices will be expected. The ideal candidate will be a hands-on leader, an active listener, and a consensus builder; however, they will also have the courage, fortitude, and leadership acumen to make key decisions, in a timely manner, often with incomplete information, when circumstances merit such action.

The individual will have a clear vision of the demands of law enforcement and will provide effective leadership, training, and support to maintain high morale within department's staff. They will assume command and responsibility for the outcomes of agency efforts and be fully engaged in protecting the brand and credibility of the organization through effective training, messaging, and oversight of personnel and organizational outputs. The individual will have high standards, cultivate an expectation of performance excellence, and communicate openly with stakeholders within the department and the broader community. A proven track record of demonstrating initiative, cutting-edge collaboration, informed by relevant and thoughtful analysis is a must. The individual will have excellent diplomacy and relationship building skills to foster positive and cooperative interactions with elected officials, county leadership, county departments, local, state and federal agencies and the community.



Professional Skills and Management Style

- A clear and inspiring communication style that elicits understanding and authenticity.
- The ability to effectively balance the stability of sound management practices and the disequilibrium of effective leadership; coupled with the ability to communicate a vision, garner buy-in, and deliver high quality services through others in an efficient manner.
- The ability to operate interdependently with other county departments in order to deliver on the County's vision of a First Choice community.
- Forward-looking vision to read, anticipate, and respond to evolving an operational environment in areas such as: community expectations, staffing and equipment allocations, training needs, and evolving trends/potential threats to the community as well as to public safety operations.
- Excellent judgement and discernment on matters of law, policy, constitutional policing, organizational wellness, human performance conditions, finance, and communications.
- The willingness and ability to effectively negotiate competing interests in such a way as to foster cooperation, build partnerships, and maintain best practices in service delivery outcomes.
- Compassionately meet the needs of staff, collectively and individually, to ensure organizational wellness, personnel readiness, and esprit de corps.
- Cultivate an environment in which those with varied abilities, perspectives, and insights feel seen, valued, and appreciated.
- A willingness to speak on behalf of the workforce on matters pertaining to their performance, even when – and especially when – doing so might place the incumbent in a position of vulnerability.
- A dogged commitment to marketing the organization's brand, promoting career and volunteer opportunities, and appealing to a wide array of diverse perspective applicants.
- The ability to plan for, respond to, and effectively lead agency operations in the midst of a large scale, high profile, critical incident.
- Critical thinking skills. The ability and willingness to consider varied and competing perspectives in decision-making processes, with an eye toward human needs over process demands.

Performance and Expectations

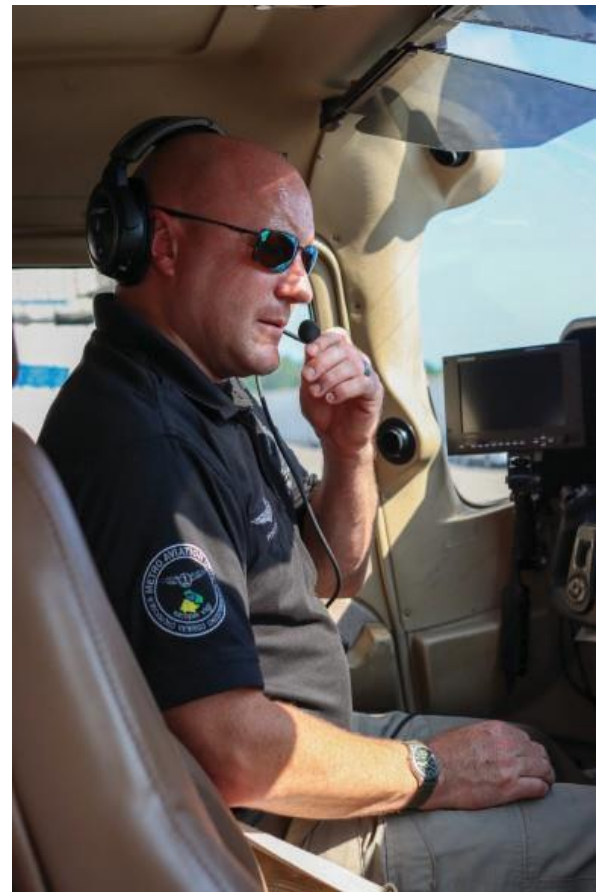
Administrative Ability: Ability to plan, organize, direct, coordinate and administer law enforcement activities of the Police Department; to effectively communicate and serve as the lead representative of the Police Department; to achieve the goals and guidelines established by County Administration and the Board of Supervisors; and ability to listen to and communicate with various segments of the community.

Performance and Expectations (cont'd)

Community Relations: Ability to maintain positive working relationships with citizens, public interest groups and community organizations in a multiracial, socioeconomically diverse setting; to continuously assess public safety concerns in the community and to ensure that existing resources are focused effectively on high priority issues.

Human Resources: Excellent communication skills with ability to effectively communicate the county's goals to department staff. Must be able to inspire and motivate employees and demonstrate fairness in dealing with staff. Must have demonstrated a commitment to recruitment and retention, teambuilding, equal employment opportunity, diversity and upward mobility of staff.

Intergovernmental Relations: Ability to relate to and develop good working relationships with regional partners, community organizations and local, state and federal agencies. Willingness and ability to provide strong, visible law enforcement leadership through effective articulation of policing approaches and programs among local and area criminal justice agencies, community organizations and citizen groups.



Future Challenges

Recruitment and Retention of Police Officers: The Chief of Police will need to continue focusing on attracting qualified officers and implementing best practices for retention.

Increasing Complexity of Crime: The Chief of Police will be expected to be well versed in innovative policing strategies, technology and practices. The chief will focus on developing strategic priorities for policing operations and will remain abreast of growing crime trends.

Rapid Advances in Technology: The Chief of Police will be progressive and innovative in ways to meet the technological demands of the department, in alignment with budget limitations, to anticipate, and adjust to the pace at which technology changes.

Growth of the County: Future growth in the county will require a Chief of Police who has proven experience in using proactive policing and preventative activities to help meet the department goals and objectives.

Evolving Community Expectations: The Chief of Police will focus on continued relationship building with the community and have the ability to successfully build ties with key community leaders and organizations.

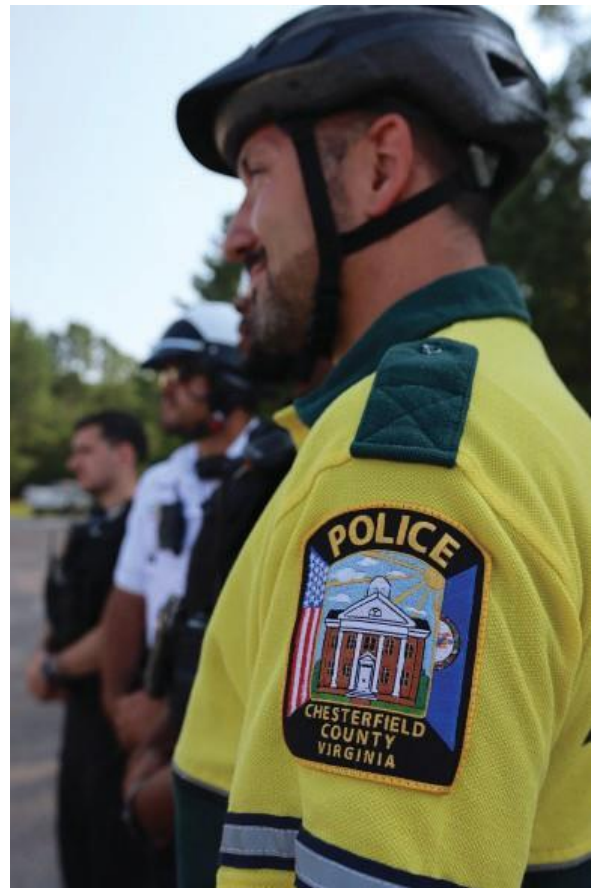
Maintaining Officer Safety: The Chief of Police will fully embrace the county's strategic goal of safety and security and support new technology and training to maintain police officer safety and well-being.



Qualifications

Education and Experience

- Bachelor's degree in criminal justice, business administration, public administration, or a related field from an accredited college or university is required; master's degree is preferred.
- Evidence of continuing professional education and training in relevant technical and managerial areas, including advanced law enforcement programs such as FBI National Academy, Southern Police Institute or Northwestern School of Police Staff & Command. Designation as a Virginia certified law enforcement professional or the ability to obtain certification as soon as possible is required.
- Minimum of 10 years of progressively responsible law enforcement managerial and leadership experience, including five years of law enforcement experience in a senior management capacity.
- Ideal candidate will have excellent leadership and communications skills and proven experience in a law enforcement agency including significant involvement in a wide range of law enforcement activities such as field operations (patrol), investigations, drug enforcement, and community policing.



Compensation and Benefits

Salary for the Police Chief’s position is negotiable based on qualifications and experience. The successful candidate will be provided a take-home police vehicle and have access to a comprehensive benefits package to include:

- Virginia Retirement System
- Executive Leave Benefit
- Paid Holidays
- Professional Development Opportunities
- Tuition Assistance and Reimbursement Program
- Employee Assistance Program
- Deferred Compensation
- Health and Dental Insurance
- Paid Time Off Benefit
- Group Life Insurance
- Short-Term and Long-Term Disability
- Long-Term Care Insurance
- Flexible Spending Accounts
- Paid Parental Leave

Application Process

The application deadline date is **Monday, July 29, 2024**. Interested applicants should submit a resume with cover letter at:

<https://www.governmentjobs.com/careers/bakertilly>

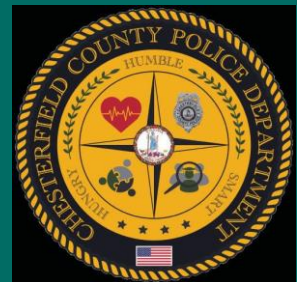


For more information, please contact Anne Lewis at anne.lewis@bakertilly.com or 703-932-8214, or Yolanda Howze at yolanda.howze@bakertilly.com or 312.240.3401.

Candidate names will not be released to the public without prior notice and consent. The County Charter specifies that the chief of police can only be dismissed by the board of supervisors for cause. Therefore, the selection of a police chief requires an extensive background investigation to include on-site visits to the finalist candidate’s current and previous communities, with prior authorization.

An Equal Opportunity Employer Committed to Workforce Diversity.

Click to learn more about [Chesterfield County, Virginia](#) and the [Chesterfield County Police Department](#).



Opportunity to:

- Work for a nationally respected and award-winning local government that values both teamwork and individual contribution
- Become part of an outstanding and highly stable team of elected and appointed officials
- Lead a team of dedicated personnel consisting of experienced professionals
- Live and work in an exceptional community