



TOWNSHIP OF UPPER ST. CLAIR,  
PENNSYLVANIA

**CHIEF OF POLICE**



## POSITION IN BRIEF

The Township of Upper St. Clair, Pennsylvania, is seeking a dedicated and experienced individual to serve as its Chief of Police. This leadership role involves overseeing all aspects of the Township of Upper St. Clair Police Department, including administration, operations, and community engagement. The ideal candidate will possess a strong commitment to public safety, community policing, and professional development of the police force.

## COMMUNITY

Located in the South Hills of Allegheny County, Township of Upper St. Clair is a primarily residential community situated approximately 10 miles southwest of downtown Pittsburgh. Known for strong civic engagement, outstanding schools, and abundant recreation, Upper St. Clair offers a high quality of life with convenient access to major employment centers, shopping, dining, and regional amenities.

Upper St. Clair is recognized for its family friendly neighborhoods, well-maintained residential character, and a strong tradition of community service. The township's parks, trails, and community programming create gathering points for residents of all ages and help sustain a welcoming, connected community.



## TOWNSHIP OF UPPER ST. CLAIR: A CONNECTED SOUTH HILLS COMMUNITY

Upper St. Clair combines a peaceful residential setting with excellent municipal services and convenient regional access. Residents value the township's strong schools, active recreation opportunities, and a commitment to responsible planning that maintains neighborhood character while supporting long-term community needs.

A network of parks, fields, and community facilities supports year-round programs and events and contributes to a healthy, active lifestyle. Upper St. Clair's community spirit is reflected in volunteerism, youth activities, and partnerships that help keep the township safe, well served, and welcoming.

People choose Upper St. Clair for its neighborhoods, schools, recreation, and proximity to Pittsburgh, and they stay because of the township's strong sense of community and commitment to service. That shared commitment between residents, elected officials, and professional staff helps guide decision-making and supports a high quality of life for all.



Upper St. Clair offers community programming and events throughout the year that bring residents together and strengthen neighborhood connections. Examples include seasonal community events, recreation programs, youth sports, and communitywide celebrations hosted by the township and its community partners.

- **Recreation & Community Programs:** Year-round classes, leagues, and special events for all ages coordinated through township parks and recreation offerings.
- **Seasonal Community Events:** Township and community hosted seasonal celebrations that bring families together in parks and community spaces.
- **Community Partnerships:** Volunteer and civic organizations support community initiatives, programming, and charitable events across the township.
- **Holiday & Winter Activities:** Holiday season programming and family activities supported by township facilities and community organizations.



### COMMUNITY PRIORITIES:

- High-quality, responsive municipal services
- Public safety and community-oriented policing
- Parks, recreation, and healthy living opportunities
- Strong schools and lifelong learning partnerships
- Thoughtful planning and infrastructure stewardship
- Fiscal responsibility and transparent local government
- Community connection through programs, events, and volunteerism





## COMMUNITY DEMOGRAPHICS

The Township of Upper St. Clair is home to an engaged community with a strong commitment to education and civic life. Key demographics include:

- **Population:** Approximately 21,000 residents
- **Median Age:** Mid-to-late 40s
- **Household Income:** High median household income is \$163,243. (city-data.com)
- **Educational Attainment:** Highly educated community, with a large share of residents holding a bachelor's degree or higher



## BUSINESS AND INDUSTRY

Upper St. Clair is primarily residential and benefits from its location within the Pittsburgh region's diverse economy. Residents have convenient access to nearby commercial centers, major roadways, and regional employers in healthcare, education, technology, and finance. The township's strong housing stock and amenities support a stable community that attracts families and professionals.

## SCHOOLS AND EDUCATION IN UPPER ST. CLAIR, PENNSYLVANIA

Education is a cornerstone of Upper St. Clair's reputation as a premier place to live and raise a family. The township is served by the highly regarded Upper St. Clair School District, a K-12 system known for academic excellence, strong student support, and active community engagement.

The district includes six schools, three elementary, two middle, and one high school providing a cohesive educational experience from kindergarten through graduation. It consistently delivers strong academic outcomes, with a focus on high expectations, critical thinking, and preparation for college, careers, and civic life.

Students benefit from a broad range of academic offerings, including advanced coursework, enrichment opportunities, and targeted support services. The district emphasizes whole child development, integrating academics with social-emotional learning and wellness support.

A wide array of extracurricular programs in arts, athletics, and student activities further enhances the student experience, fostering leadership, creativity, and teamwork. Modern, well-maintained facilities support a dynamic and engaging learning environment.



## COMMUNITY ENGAGEMENT AND FAMILY SUPPORT

Upper St. Clair's schools are strengthened by active partnerships among families, educators, and the community. High levels of parental involvement, volunteerism, and civic pride support academic excellence and enrich student experiences both in and out of the classroom.

## LIBRARIES AND LIFELONG LEARNING RESOURCES

The Township Library serves as a hub for lifelong learning and community connection, offering extensive collections, technology access, and programs for all ages. From early literacy to continuing education and STEM enrichment, library resources extend learning beyond the classroom.

## ARTS AND CULTURAL OPPORTUNITIES

A strong commitment to the arts enhances quality of life in Upper St. Clair. Local schools, organizations, and the Community Foundation support music, theater, and visual arts, while nearby South Hills groups and Pittsburgh's renowned cultural institutions provide even broader opportunities for engagement, education, and entertainment.

## PARKS AND RECREATION

The Township of Upper St. Clair offers extensive, well-maintained parks and recreation system that promotes active living, outdoor enjoyment, and community connection. The Township's Department of Recreation and Leisure Services manages a diverse network of parks, trails, athletic fields, and natural areas throughout the community, providing opportunities for residents of all ages to stay active and engaged.



## Community & Recreation Center

A 90,000 sq. ft. fitness, aquatics, recreation and community center surrounded by 475 acres of Boyce Mayview Park. The facility is a personal playground that extends fun and excitement beyond the backyard for families in Upper St. Clair and southern Pittsburgh.

## Signature Parks

- Boyce Mayview Park (500+ acres) features scenic trails, athletic fields, and the Upper St. Clair Community & Recreation Center, which includes indoor aquatics, fitness spaces, gymnasiums, and year-round programming.
- Gilfillan Park (60 acres) offers a quieter setting with walking trails, preserved farmland, and the historic Gilfillan Farm, home to educational programs and seasonal events.
- Baker Park and Clair Park provide playgrounds, courts, and open spaces ideal for families and neighborhood recreation.
- Brookside and Byrnewick Parks combine natural areas with playgrounds and courts, supporting both passive and active use.

## Athletic Facilities

Dedicated complexes including Morton Fields, Marmion Field, Little Boyce, and Beadling Soccer Field support robust youth and adult sports programs year-round.

An interconnected system of trails and green space further enhances recreation opportunities, supporting walking, running, biking, and neighborhood connectivity.

Together with access to arts, wellness programming, and outdoor amenities, these resources contribute to a high quality of life and reinforce Upper St. Clair's reputation as a desirable place to live, work, and raise a family.

# TOWNSHIP GOVERNMENT

## GOVERNMENT

The Township of Upper St. Clair is a home rule township in Allegheny County. The township provides a full range of municipal services and is led by elected officials and professional staff responsible for day-to-day operations, long-range planning, and service delivery to residents.

The Township of Upper St. Clair is known for high expectations for service, professionalism, and accountability. The township's engaged residents and stable governance support thoughtful decision-making and strong public services, including public safety.

## THE POLICE DEPARTMENT

The Township of Upper St. Clair Police Department is responsible for ensuring public safety and enforcing the laws of the Commonwealth of Pennsylvania, as well as Township laws and ordinances. The department emphasizes professional service, proactive policing strategies, and strong relationships with residents and community partners.



## DEPARTMENT MISSION, VISION, VALUES

The Township of Upper St. Clair Police Department is committed to delivering professional, courteous, and effective police services grounded in integrity, respect, accountability, and strong community partnerships. Through a focus on trust, crime prevention, and responsive service, the Department works to enhance quality of life and maintain a safe environment for residents, businesses, and visitors. The Department enforces the laws of the Commonwealth of Pennsylvania and Township ordinances, contributing to Upper St. Clair's recognition as one of the safest communities in the nation among similarly sized municipalities.

The Department maintains a "can-do" approach to providing 24/7 service and is staffed by 35 full-time employees, including 28 sworn officers, organized across administrative, investigative, and patrol functions. As a full-service law enforcement agency, the Department is pursuing accreditation through the Pennsylvania Law Enforcement Accreditation Commission (PLEAC), reflecting its commitment to best practices, accountability, and professional excellence.

The Department's mission is to protect life and property while delivering exceptional public safety services through proactive policing and community collaboration. Its vision emphasizes leadership in innovation, professionalism, and partnerships, supported by core values of integrity, respect, service, accountability, and dedication.



Through participation in South Hills Area Council of Governments (SHACOG), the Department has access to specialized regional resources, including the Critical Incident Response Team (CIRT), Accident Reconstruction Team, Cooperative Investigative Team (CIT), and Mobile Field Force. Additional specialized capabilities include a Mountain Bike/Quad Unit for park patrol and event support, and participation in the Motor Carrier Safety Assistance Program (MCSAP) to enforce commercial vehicle safety regulations.

The Chief of Police provides overall leadership, overseeing planning and operations to ensure effective service delivery. The Administrative Division manages budgeting, personnel, policy development, training, and accreditation, while supporting strategic planning and community outreach.

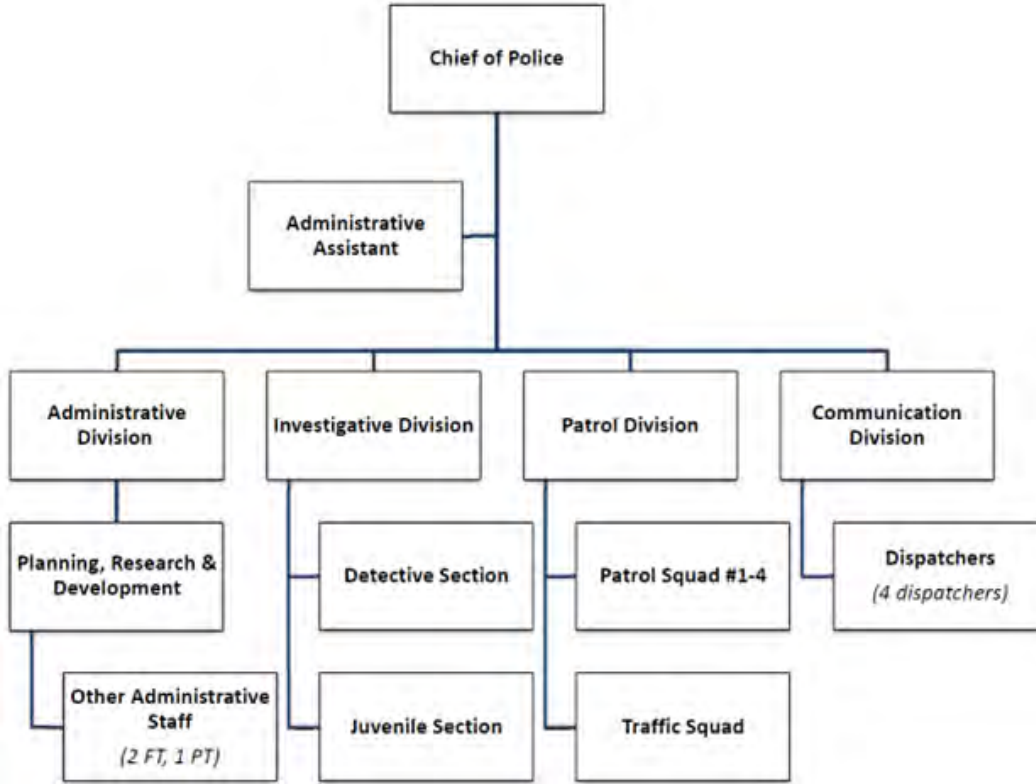
The Police Dispatch Center serves as the communications hub, coordinating emergency and non-emergency calls and supporting field operations.

The Investigative Division conducts criminal investigations, working closely with regional partners and prosecutors on a wide range of cases. The Patrol Department provides continuous field presence, responding to calls, enforcing laws, and engaging in community policing.

The Traffic Division focuses on roadway safety through enforcement, crash investigation, public education, and management of commercial vehicle compliance.

The Department's organizational structure integrates command staff, patrol operations, investigations, and administrative support to ensure efficient, coordinated public safety services.

## POLICE DEPARTMENT ORGANIZATIONAL CHART



## NIBRS CRIME STATS FOR THE TOWNSHIP OF UPPER ST. CLAIR, PA

The National Incident-Based Reporting System (NIBRS) provides detailed crime statistics for Upper St. Clair Township. Key data points include:

- **Violent Crime:** Low incidence of violent crime, contributing to a safe community environment.
- **Property Crime:** Occasional incidents of property crime, with a focus on prevention and community awareness.
- **Overall Crime Rate:** Upper St. Clair enjoys a low crime rate compared to national averages.

## POLICE DEPARTMENT ACTIVITY (2025 DATA)

Category	Count	Percent
Adult Arrests	181	2.8%
Juvenile Arrests	134	2.1%
DUIs	16	0.2%
All Other Traffic Citations	470	7.2%
Non-Traffic Citations	129	2.0%
Ordinance Violations	208	3.2%
Warnings	2,555	39.4%
Accidents	359	5.5%
Alarms	636	9.8%
Ambulance Requests	1,577	24.3%
Burglaries	2	0.0%
Criminal Mischief	11	0.2%
Domestics	158	2.4%
Open Doors	55	0.8%
Vehicle Theft	1	0.0%
<b>TOTAL</b>	<b>6,492</b>	<b>100%</b>

## CHALLENGES FOR THE POLICE DEPARTMENT

The Township of Upper St. Clair Police Department faces several challenges, including:

- **Community Needs:** Adapting to the changing needs and expectations of a diverse and evolving community.
- **Resource Management:** Ensuring adequate staffing and resources to meet public safety demands.
- **Community Relations:** Strengthening trust and collaboration between the police and the community.
- **Technological Advancements:** Integrating new technologies to enhance policing capabilities and efficiency.

### Competitive candidates will possess the following attributes:

- **Visionary Leadership:** Demonstrated competence and willingness to collaborate with internal and external stakeholders to develop strategic plans and implement community safety metrics that are not just law enforcement related. The next Chief of Police must have the ability to foster a supportive, collaborative, creative, and innovative environment that develops staff capabilities.
- **Compassion:** Absolute commitment to using head and heart to inspire and influence others by consistently practicing empathy, kindness, and sympathy, and thereby positively influencing others.
- **Critical Thinking:** Proven ability to understand logical relationships between concepts and ideas, recognize the importance of the relationships, carefully evaluate options, and make the decisions that will most positively impact desired outcomes.
- **Ethical Leadership:** Unquestionable demonstration of appropriate conduct, integrity, morals and ethics through personal actions, deeds, words, and interpersonal relationships. Ability to inspire an ethical environment within the Department.

### The Chief of Police must have:

- A proven track record of success in a comparable community.
- A firm grasp of municipal law enforcement methods and the willingness to adapt to evolving standards and practices in accordance with community needs and expectations.
- The ability to develop and maintain positive relationships with elected officials, business and community leaders, advisory boards, the news media, and the community.
- Exceptional communication skills with the ability to inspire credibility and public trust and interact respectfully with citizens from all backgrounds.
- The ability to negotiate agreement and/or reach consensus among diverse interests.
- Strong mentorship skills to identify, develop, and collaborate with high-quality staff to achieve effective and efficient service delivery.
- The ability to attract and retain a competent staff of sworn and civilian staff.
- The ability to lead as a positive role model for customer service, ethical behavior, transparency, dispute resolution, and problem-solving, fostering a culture that values and respects all members of the team and the community.

## THE SUCCESSFUL CANDIDATE WILL:

- Be adept at combining a hands-on management style with authentic leadership, and an ability to work with a variety of stakeholders.
- Be able to thoughtfully represent the interests of the department and the Township, with a high level of community engagement.
- Demonstrate comprehensive leadership in the community and police department.
- Possess a strong background in the professional development of all staff especially focused on developing the department's future leaders.
- Demonstrate experience building successful partnerships with community stakeholders.
- Have a proven history of practicing the principles of 21st Century Community Policing and building community problem solving partnerships.
- Demonstrate experience receiving positive outcomes applying problem solving approaches within the community.
- Possess knowledge and experience with media relations, including the use of social media as an opportunity to engage Police Department stakeholders and promote the mission and goals of the Department and the Township.
- Have a history of intergovernmental cooperation and relationship building.
- Possess experience interacting and collaborating with other law enforcement agencies and mutual aid groups.
- Be familiar with professional best practices.
- Be a strategic thinker, anticipating issues or trends and open to new approaches and technologies while also understanding the needs of the Township and of the region's public safety community.
- Possess well-developed financial management skills, knowledge of budgeting and capital planning, familiarity with organizational management, and a clear understanding of resource and budgetary limitations.
- Be knowledgeable of law enforcement accreditation standards.



- Have experience in labor/management interactions and succession planning.
- Possess excellent writing and public speaking skills and the ability to adjust one's approach based upon the audience.
- Possess an excellent reputation and a high level of honesty and integrity.
- Be visible and available inside and outside the Department. The Chief must be a role model for all staff, providing leadership in all aspects of the Police Department and the Township.



## QUALIFICATIONS OF CANDIDATES

Candidates for the position of Chief of Police should meet the following qualifications:

- **Experience:** Minimum of 10 years of law enforcement experience, with at least 5 years in a supervisory or management role.
- **Education:** Bachelor's degree in Criminal Justice, Public Administration, or a related field (Master's degree preferred).
- **Certification:** Completion of advanced law enforcement training, such as the FBI National Academy, FBI LEEDA, SMIP, Northwestern School of Police and Command, CLEE, or similar program.
- **Career:** Candidates are preferred to have experience as a lieutenant or above in a similar size or larger police department. A diverse range of police assignments and work is preferred.
- **Community Involvement:** Demonstrated experience in community policing and engagement initiatives.
- **Proven Track Record:** A history of successful leadership and management within a law enforcement agency.

## LICENSE AND CERTIFICATION REQUIREMENTS

- Current certification as a police officer by the Pennsylvania Municipal Police Officers Education and Training Commission (MPOETC). Candidates from out of state must obtain MPOETC certification within 120 days.
- Current license under Act 235, the Pennsylvania Lethal Weapons Training Act or able to obtain license within 120 days.
- Valid Pennsylvania driver's license or the ability to obtain one within 30 days of appointment.

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*Interested candidates are invited to submit their application along with a detailed resume and cover letter outlining their qualifications at: [www.govhrua.com](http://www.govhrua.com). Cover letter should be addressed to the attention of Jon M Fehlman and Marc Hornstein. Deadline for applications is May 8th, 2026, at 5:00 CST.*

[Upper St Clair Police Stats 2025.pdf](#)

[Upper St Clair 2026 Budget Message.pdf](#)

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