

Chesapeake VIRGINIA

CHIEF OF POLICE



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CHESAPEAKE VIRGINIA

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***Are you an experienced law enforcement executive
who is passionate about positively impacting the lives of others?
Come help shape the future of the second-largest city in Virginia!***

Chesapeake, VA (Population 249,422) is seeking an exceptional leader to serve as Chief of Police. The City desires a forward-thinking leader with a demonstrated commitment to community-oriented policing and a track record of ethical and effective management.

Chesapeake is located in the Hampton Roads region of Virginia, bordering North Carolina. It is the second-largest city in Virginia in both land area (353 square miles) and population, yet maintains the perfect balance between big-city services with small-town charm. Chesapeake is a diverse, culturally rich community with safe neighborhoods and high-quality schools. It sits in close proximity to the world's largest naval base and is conveniently located within 20 minutes of the Atlantic oceanfront, 15 minutes from downtown Norfolk, and an hour from Colonial Williamsburg and the Outer Banks of North Carolina.



The Community

Chesapeake is replete with beautiful parks, lakes and rivers, culturally diverse events, and some of the best places to shop on the East Coast. It's a community of communities, each with a distinctive history.

Chesapeake has been ranked as one of the six best places to live by Money magazine. It is a vibrant community that enjoys the best of two worlds: one of urban variety, culture and excitement, and another of rural landscapes and relaxed country living. It is also consistently ranked by the FBI as one of the five safest U.S. cities with populations over 200,000, which lends to the safe, community atmosphere that residents enjoy.

Chesapeake has more miles of deep-water canals than any other city in the country and is part of the Intracoastal Waterway, stretching from Maine to Florida. Over the last decade, many national and international companies have taken advantage of the city's port-related activities, atmosphere, and highly-qualified labor market by relocating to Chesapeake. The City is home to the Dollar Tree Store corporate headquarters.

Chesapeake is considered the premier community of the Hampton Roads area. It has a high median annual household income, and there is strong employment diversification. Single-family homes are the most common housing type in Chesapeake. Diverse neighborhoods offer a high quality of living with strong connections in the communities.

The Chesapeake Public Schools system serves over 39,000 students with almost 5,700 teachers, administrators, and various support personnel. With seven high schools, ten middle schools, twenty-eight elementary schools, Chesapeake Career Center, Chesapeake Center for Student Success, and Chesapeake Virtual Academy, the school district is dedicated to high levels of performance.

The school district has the highest on-time graduation rates and one of the lowest drop-out rates in the Commonwealth. Academics, athletics, and the arts are carefully balanced from the primary level through the comprehensive high school curriculum. A strong emphasis on basic skills in the four core subject areas and technology at all levels enhances instruction. A wide variety of course options provide a unique and diverse curriculum that challenges those students who enroll.

Based on the City's pro-business climate, Chesapeake's economy continues to generate multi-million-dollar business investments and high-demand jobs year after year. Five major business districts are concentrated in the northern half of the City, comprising one of the strongest business climates in the Mid-Atlantic region. Chesapeake's economy is recognized as one of the strongest and most highly skilled workforces in the U.S. The area has achieved great success in recruiting and retaining new and existing companies that have an impact and strong community presence. Known for its excellent telecommunications and transportation infrastructure, Chesapeake has become a desired location for businesses.





City Government

The City operates under the Council-Manager form of government. The council-manager form of local government combines political leadership of elected officials with the managerial experience of a professional city manager. Chesapeake has eight council members and a mayor elected at-large, which means that members represent the entire city rather than specific districts.

As Chesapeake's legislative body, the City Council establishes priorities, approves the budget, and sets the tax rate. Council members hire the City Manager, who is responsible for the day-to-day administration of the city and serves as the Council's chief advisor. The City Manager recommends a budget, sets direction, and establishes policies to carry out the Council's priorities.

The City government employs approximately 3,500 people in more than 30 departments with a net budget of \$1.47 billion.

Chesapeake is a full-service city. The community has a long history of stability and prides itself on a progressive, professional staff. The next chief will be expected to have strong personal relationships with all department directors as well as City Hall.

The City organization has a set of organizational values, known as the CARES standards, which the staff embodies as they carry out the work of the City. These organizational values stipulate that, as employees perform their work for and on behalf of the residents of and visitors to Chesapeake, they are:

Courteous – Making customers feel welcome, appreciated, and respected.

Attentive – Enhancing the ability to identify the needs and concerns of customers.

Responsive – Acting upon customers' needs and providing follow-up in a timely manner.

Empowered – Possessing the knowledge, resourcefulness, creativity, and integrity to address customers' needs.

Stewards – Demonstrating a commitment to public service, to the safety of ourselves, our coworkers, and our community, and to being good stewards of our financial & environmental resources.



The Police Department

The **mission** of the Chesapeake Police Department states:

In partnership with the community, promote a safe city through the prevention of crime and enforcement of the laws.

The **core values** of the department are:

Community Service - Through a partnership with the people and businesses in our community, we are committed to enhancing public safety, reducing the fear of crime, solving community problems that affect public safety, and realizing we are part of the community.

Integrity - We are committed to adherence to high moral and ethical principles and character, honesty, doing what is legally and morally right, and setting the example.

Professionalism - As a Department, we strive to maintain a clear sense of commitment, perspective, and direction through compliance with policies, standards of conduct and behavior, knowledge of duties, and continual self-improvement.

Respect - It is the fundamental duty of each member of the Department to demonstrate empathy, compassion, concern, and courtesy for victims of crime and to treat all members of the community, including those who violate the law, with fairness and tactfulness.



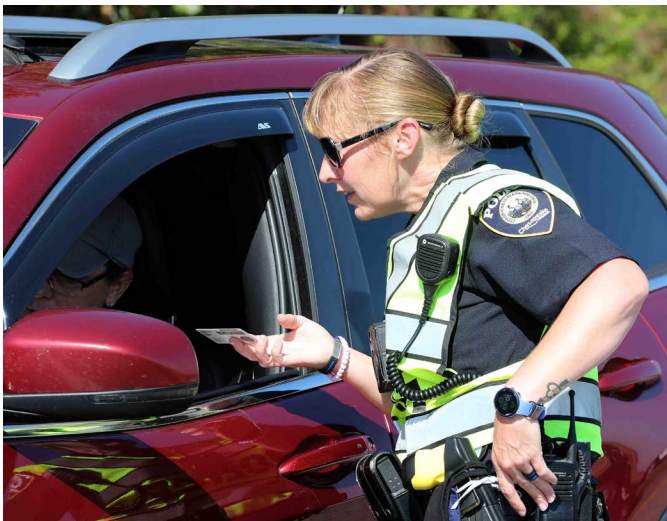
The Position

The Chief of Police is responsible for overseeing the City's Police Department which comprises 6 precincts, an Animal Control Division, an Emergency Communications Center, and the Chesapeake Law Enforcement Training Academy. In total, the department contains a personnel complement of over 600 full-time and part-time positions (405 sworn), with command staff of one Deputy Chief and three Majors.

The Police Department has built trust with residents by cultivating and embracing a culture of community engagement. This commitment to the community is exemplified by the Police Department's work with several neighborhoods through the Serve the City program, which is a unique partnership between the Police Department and faith-based organizations building bridges of trust between community groups and law enforcement personnel. This is the type of engagement the new Chief of Police will be expected to embrace and continue to move forward.

The next Chief must be a leader who is a balance of law enforcement and community engagement, comfortable in both roles. The City is seeking an innovative and collaborative professional with proven law enforcement managerial experience, strong interpersonal skills, and a core belief of customer service. The next Chief will welcome members of the community as a part of the law enforcement team that serves the City and should look for opportunities to serve and be a part of the community.

The ideal candidate will be a servant leader and an effective communicator who will continue to build upon the positive organizational climate and morale as well as the high standards that exist within the Department. The ideal Chief will be a proactive individual with a strong work ethic who will anticipate challenges, recommend innovative solutions, and deliver positive outcomes.



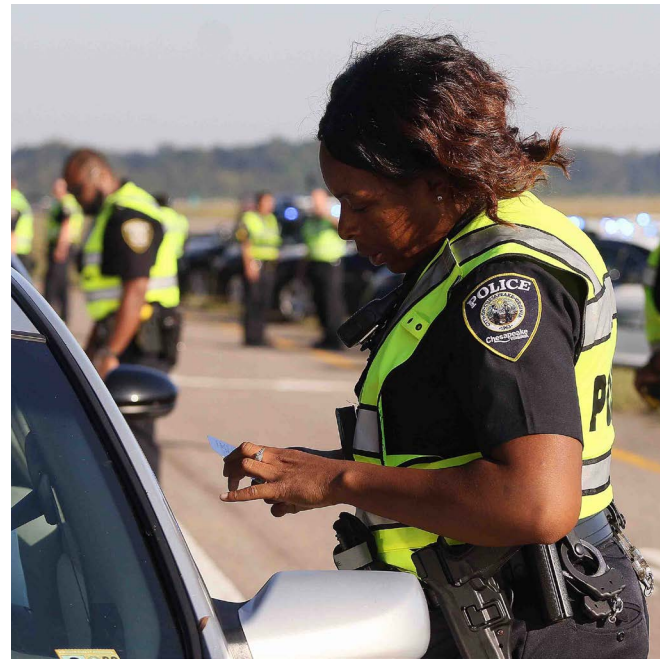
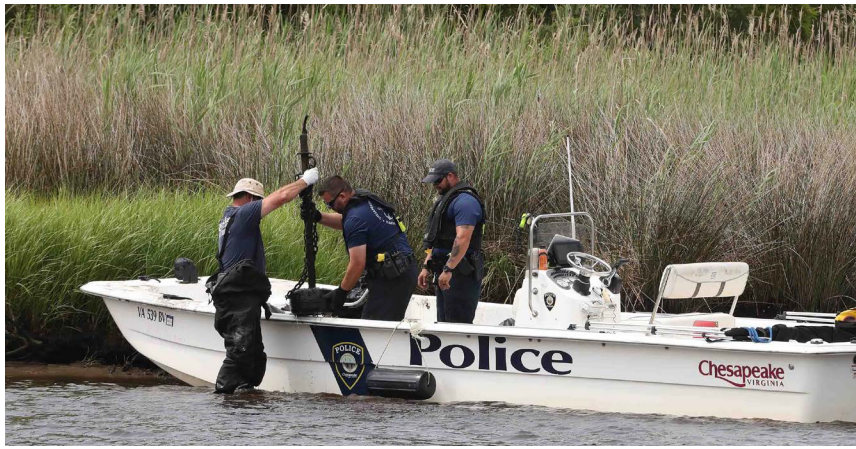
Competitive candidates will possess the following attributes:

- Proven track record of success in a comparable community and a demonstrable commitment to equity and inclusion.
- 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.
- Ability to develop and maintain positive relationships with elected officials, business and community leaders, advisory boards, the news media, and the general public.
- An exceptional communicator with the ability to inspire credibility and public trust, and interact respectfully with citizens from all backgrounds.
- Ability to negotiate agreements and/or reach consensus among diverse interests.
- Respected mentor skilled in identifying, developing, and collaborating with high-quality staff to achieve effective and efficient service delivery.
- Ability to attract and retain a diverse staff of sworn and civilian staff that reflects the community.
- Leads 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.
- Strategic thinker, anticipating issues or trends and must be open to new approaches and technologies while also thinking beyond the walls of the Police Department.
- Understanding the importance of restorative justice initiatives.
- Excellent financial management skills, knowledge of capital planning and organizational management, and a clear understanding of the resource and budgetary needs of the Department's \$ 61,640,111 2023 budget.
- Well-developed writing and public speaking skills.
- Excellent reputation, demonstrating a high level of honesty and integrity. A professional reputation above reproach is expected.

The professional requirements of the Chief include the following:

- Minimum of a bachelor's degree in police science, criminal justice, sociology, psychology, public administration, or a similar field. Master's degree preferred.
- A minimum of fifteen (15) years of law enforcement experience and five (5) years of progressively responsible supervisory and leadership experience in a comparable law enforcement agency (size/diversity within staff and community), at the Major rank equivalent level or higher. Experience at the Deputy Chief level or higher is preferred.
- Professional training such as the FBI National Academy, Southern Police Institute, Senior Management Institute for Police, Northwestern Center for Public Safety, or similar.





Focus Areas for the Next Chief of Police

Recruitment and Retention - While the numbers of vacant positions are low, the next chief needs to maintain the positive culture that keeps personnel with Chesapeake PD. External recruitment is a priority, with finding ways to attract the best police personnel an emphasis.

Technology - The Department has been forward-looking when it comes to technology and must continue this trend. Looking for technology that is force multiplying is important to the continued success of the department.

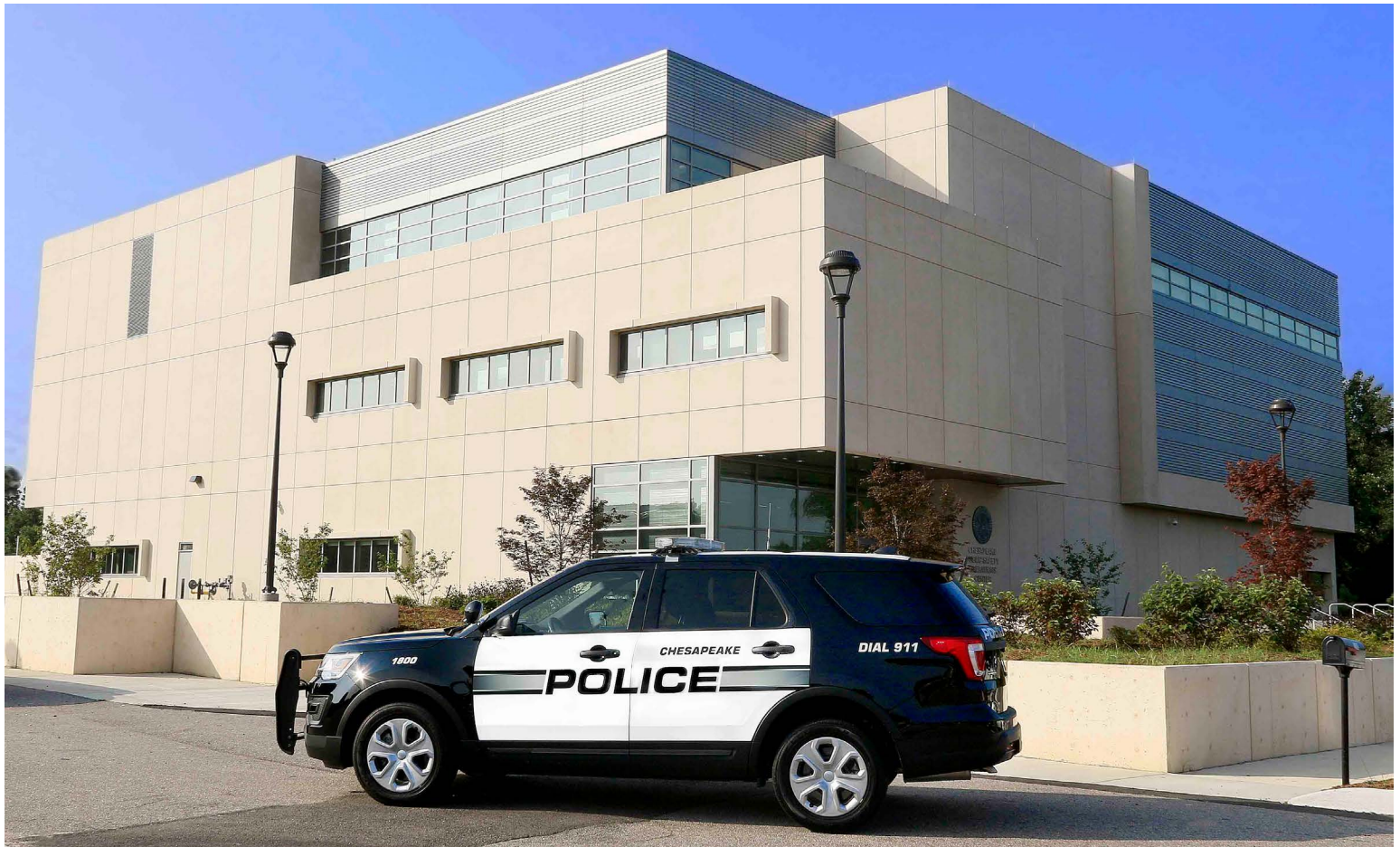
Succession Planning - There is no lack of talent with Chesapeake. The challenge will be to keep the talent in the department while moving the talent to those positions where they can best serve. The next Chief needs to recognize the greatness of the employees and prepare all for the next steps in their careers.

Leading - Provides a work environment which encourages clear and open communications. Has a clear and comprehensive understanding of the principles of effective leadership and how such principles are to be applied. Provides feedback to staff so that they know whether their performance levels are meeting Department standards. Commends and rewards employees for outstanding performance yet does not hesitate to take disciplinary action when necessary. Exercises enthusiasm in influencing and guiding others toward the achievement of City goals and objectives.

Service to the Underrepresented Communities - The department has made great inroads into communities which have not had the recognition of needs as other parts of the City. The next chief must lead department members being visible in these communities, not just in an enforcement role but as guardians engaged with their community.

Creativity - Regularly seeks new and improved methodologies, policies, and procedures for enhancing the effectiveness of the department and City. Employs imagination and creativity in the application of duties and responsibilities. Is not averse to change that supports the achievement of goals and objectives.

Employee Relations - Strives to develop and maintain good rapport with all staff members. Listens to and considers their suggestions and concerns, and responds appropriately. Establishes a work environment to promote and maintain mutual respect.



Salary and Application

The salary for this position is commensurate with qualifications. The City offers an excellent [benefits](#) package. Candidates must be Virginia Department of Criminal Justice commissioned officers or have the ability to become commissioned within the first six months of employment.

Interested candidates should apply online by July 29th, 2022, with a cover letter, resume, and contact information for at least five (5) professional references to www.GovHRJobs.com to the attention of Jon Fehlman, Vice President, GovHR USA, 630 Dundee Road, Suite 225, Northbrook, IL 60062. Tel: 615.692.9264.

The City of Chesapeake embraces diversity. The City is an Equal Opportunity Employer and does not discriminate on the basis of race, age, sex, religion, national origin, disability, color, genetic information, marital status, or sexual orientation.

Chesapeake Links

- [The City of Chesapeake](#)
- [Chesapeake Economic Development](#)
- [Chesapeake Demographics](#)
- [Government](#)
- [History](#)
- [Education](#)
- [Tourism](#)
- [Chesapeake named in top 15 cities for Women in Tech](#)

[Life in Hampton Roads 2021 \(odu.edu\)](#)



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