



CHIEF OF POLICE



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EXECUTIVE RECRUITMENT

COLLEGE PARK, GEORGIA - CHIEF OF POLICE

THE POSITION IN BRIEF

The City of College Park, Georgia (pop. 15,053) seeks qualified law enforcement professionals for the position of Police Chief. The City desires a forward-thinking leader with a demonstrated commitment to community-oriented policing and a track record of ethical and effective management. Additionally, candidates should demonstrate a level of emotional intelligence, political savvy, and empathy sufficient to work cooperatively with City leaders, residents, and community stakeholders while cultivating a positive organizational climate and high morale within the police department.

THE CITY

As the home to 8,000 hotel rooms, the second-largest convention center in Georgia, a brand-new sports arena, the largest private school in the continental United States (Woodward Academy), a thriving Main Street corridor, and a large portion of Hartsfield-Jackson Atlanta International Airport, College Park is a small town with the budget, amenities, challenges, and complexities of a much larger city.

College Park embraces its rich history and culture. Originating from a land grant awarded in 1846, and chartered in 1895, the city has the fourth largest urban historic district in Georgia with 867 structures on the National Register of Historic Places. The College Park Woman's Club is one of the oldest in Georgia. The east-west streets (avenues) are named for Ivy League institutions, and the north-south streets are named for influential College Park residents.

The city's permanent population numbers about 15,000. Employers, however, may take advantage of a metropolitan labor force of more than 3,000,000. A well-maintained and convenient highway system, along with extensive rapid rail and bus routes, enables workers to access a wide range of employment options.



Demographics & Related Data (Source: [U.S. Census Bureau](https://www.census.gov))

Median Age: 33.7

Median Household Income: \$39,164

Median Home Value: \$199,200

Race/Ethnicity:

82.4% Black/African-American only;

11.1% White only;

3.5% Hispanic/Latino;

3.2% Two or more races;

1.5% Asian only

Educational Attainment

High school diploma or higher - 91%

Bachelor's degree or higher - 28%



THE CITY ORGANIZATION

The City of College Park operates under the Council-Manager form of government, and all corporate powers are vested in the Mayor and the Council. The Mayor and members of the Council serve four-year terms of office. The City is divided into four wards, and the members of the Council are elected only by the voters of the ward from which he or she offers for election. Council meetings are held the first and third Monday of each month. The Mayor presides at all meetings of the Mayor and Council and has a vote only in the case of a tie vote by the members of the Council. The City Manager, who is appointed by and serves at the pleasure of the Mayor and Council, is the head of municipal government operations and is responsible for the efficient and effective administration of College Park.

The City has a FY2022 budget of \$132.6M, which includes a \$32.5M General Fund budget and nearly \$100M in enterprise and special revenue funds. There are 521 full-time equivalent positions, 45% of which are devoted to public safety and courts, and another 25% of which support economic development and recreation activities. Departments currently reporting to the City Manager include Public Works, Power, Police, Fire, Recreation, Finance, Human Resources, Information Technology, Economic Development, Convention Center, and a variety of additional administrative, operational, and hospitality functional areas.

The mission of the City of College Park is “to cultivate a community where businesses, families, and individuals can thrive in a safe and diverse environment.”





POLICE DEPARTMENT

Vision Statements

- To be regionally, nationally, and globally recognized as a community template for harmony, hospitality, and hope for residents and businesses alike.
- To unify this 21st-century global city with a spirit of education, a focus on economic empowerment, and an assurance of safety that each stakeholder can embrace.
- To eliminate a culture that simply focuses on what we have accomplished by creating a clear image of who we are, what we believe, and why you belong.

The Police Department has a total of 155 personnel, with the Chief supervising a command staff of one Deputy Chief and three Majors who collectively oversee patrol and investigations, E911, municipal court and jail operations, as well as code enforcement.



KEY QUALIFICATIONS & TRAITS

(Based on feedback from an April 2022 survey of College Park residents and stakeholders)

ESSENTIAL QUALIFICATIONS FOR THE NEXT CHIEF

Experience implementing 21st-century policing principles (e.g., community-oriented policing, crisis intervention, de-escalation)	61.78%
Well-rounded law enforcement background (e.g., patrol, investigations, administration) –	60.21%
Experience in a diverse community	52.88%

PREFERRED MANAGEMENT AND LEADERSHIP STYLE

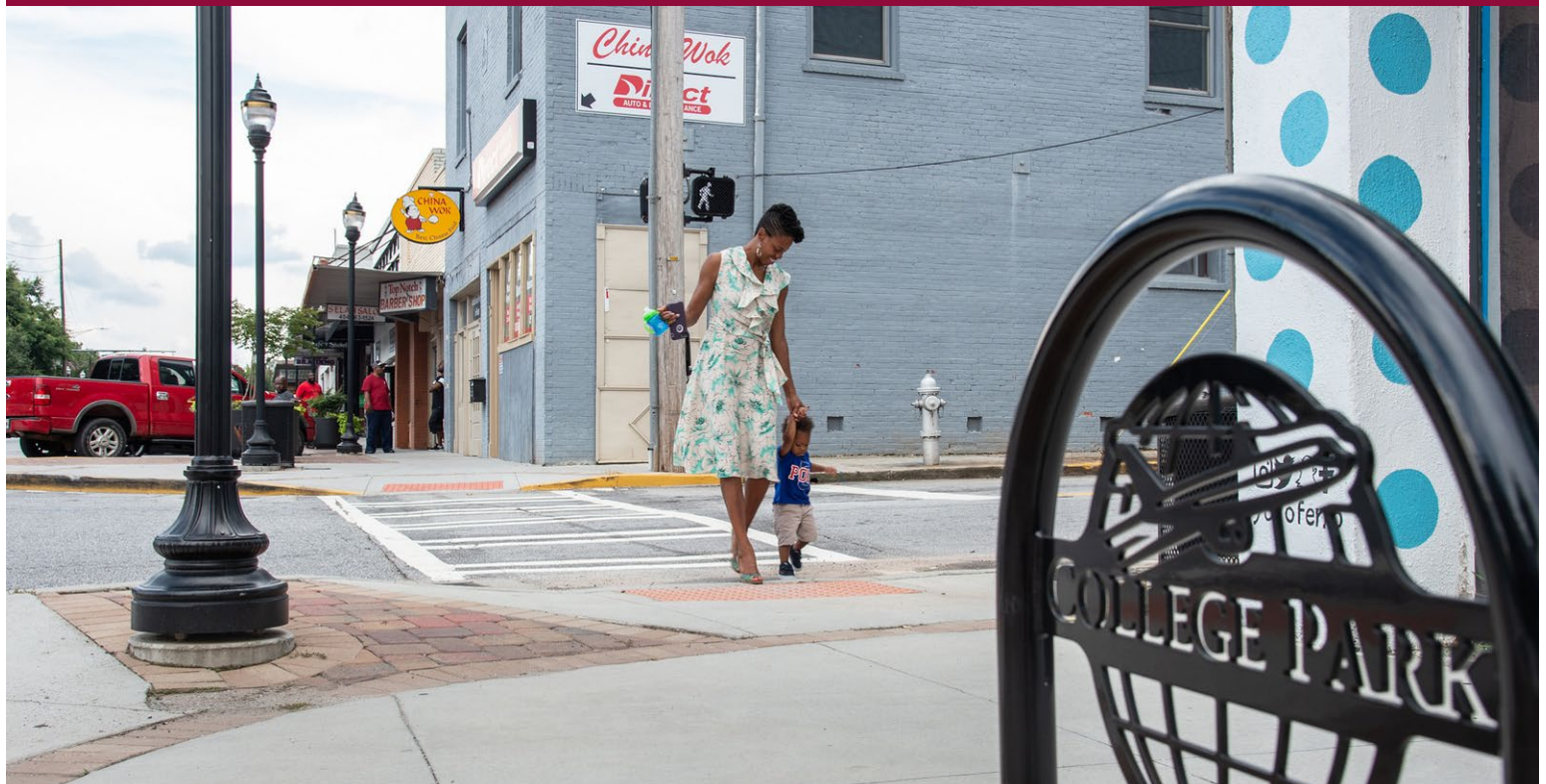
Gives clear direction and holds officers accountable for follow-through	62.11%
Sets example of transparency, accountability, and taking ownership	58.42%
Open-door policy; accessible; not overly hierarchical	53.68%

ESSENTIAL COMMUNITY ENGAGEMENT SKILLS

Trains and empowers all officers to engage in the community	66.13%
Highly visible and active in the community, both professionally and personally	60.75%
Engages the community in creative ways (e.g., town halls, meet-and-greets, educational sessions, etc.)	51.61%

ACTIONS THE NEW CHIEF NEEDS TO PRIORITIZE

Establish a strategy to improve areas with a high concentration of crime	57.89%
Address officer recruitment and retention	57.37%
Get to know the department and community before making changes	55.79%
Increase innovation and investment in neighborhood/community policing	54.21%





IDEAL CANDIDATE

Candidates with experience in racially and economically diverse urban communities and who demonstrate a high level of integrity, a sense of urgency, and the ability to employ interdisciplinary approaches to improve public safety and quality of life, are invited to apply. Those with experience as Chief, Assistant/Deputy Chief, or a rank commensurate with a Chief's duties and responsibilities will receive highest consideration.

Requirements for Police Chief candidates:

- Proven track record of success in a comparable community and a demonstrable commitment to equity and inclusion
- An exceptional communicator with the ability to inspire credibility and public trust and interact respectfully with citizens from all backgrounds
- 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
- Bachelor's degree in political science, criminology, criminal justice, or related field required; Master's degree preferred
- Minimum of fifteen (15) years' law enforcement experience and a minimum of five (5) years as a Lieutenant, Captain, or higher rank in a similar sized agency
- Georgia POST certification or ability to obtain certification within one (1) year
- Completion of executive management or equivalent training (e.g., FBI National Academy, Southern Police Institute, Police Executive Research Foundation, etc.)
- Valid State of Georgia driver's license and satisfactory motor vehicle record (MVR)

COMPENSATION & BENEFITS

The Police Chief is appointed by and reports to the City Manager. The salary range for this position is \$129,299-\$160,331. The City of College Park currently offers generous medical benefits through Humana (HMO or POS) and dental and vision benefits through Cigna. The City also provides Basic Life/AD&D, Short-Term Disability, Flexible Spending Accounts (FSA), and Employee Assistance benefits at no additional cost to the employee, while Supplemental Life/AD&D, Long-Term Disability, and AFLAC Group Insurance may be purchased at discounted rates.

HOW TO APPLY

Apply by May 10, 2022, at www.GovHRjobs.com to the attention of Dele Lowman, Senior Vice President, 630 Dundee Road, #130, Northbrook, IL 60062. Tel: 847-380-3240.