



# CHIEF OF POLICE

FERGUSON TOWNSHIP,  
PENNSYLVANIA



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## THE COMMUNITY

Ferguson Township (pop. 19,309), is a Home Rule Municipality in the Centre Region. The Centre Region is home to the Pennsylvania State University. Ferguson Township formed in 1801 and was named for Thomas Ferguson, an early settler who operated a mill in the Village of Pine Grove Mills at the base of Tussey Mountain. In the early 19th century, several other small settlements were established, including Gatesburg, an iron ore producing center; Pattonville, which later merged with Pine Grove Mills; Rock Springs, settled by David Mitchell in 1812; and Richard Bailey's Baileyville, home to the Baileyville Community Hall.

Ferguson Township is near the University Park Airport and is accessible by a major highway, Interstate 99. The Township is one of six municipalities that voluntarily participates in the Centre Region Council of Governments (COG), the oldest COG in the Commonwealth that serves the region of over 90,000.

Ferguson boasts attractive residential areas, thriving commercial and office parks as well as preserved agricultural areas. A portion of The Pennsylvania State University Campus as well as the majority of the University's agricultural research land is located within the township. The more densely populated areas of the municipality are located closer to neighboring State College Borough and the township has also preserved much of its agricultural land.

The Township enjoys an excellent quality of life with excellent schools, low crime, and access to many recreational, cultural, and historical amenities. The community is a blend of suburban and rural character, enjoying all the amenities offered by a major university while retaining the rural charm of its many acres of beautiful farmland and public open space through its eleven parks. Ferguson has been ranked as the fifth best suburb in Pennsylvania and one of the state's safest communities. The Township has been designated as a Sustainable Pennsylvania Certified Gold Community and is a bike friendly community.



## FERGUSON TOWNSHIP FACTS

Median Age: **35.4**

Median Household Income: **\$74,560**

Median Home Value: **\$290,300**

Square Miles: **47.7**

## FERGUSON POLICE DEPARTMENT BY THE NUMBERS

During the last seven months, police responded to **2,346** calls for service, investigated **87 Part I** Crimes and **236 Part II** Crimes.

Officers made **1286 traffic stops** and **55 criminal arrests**.

The Department has **one officer in the police academy** and is expected to graduate in December 2022.



## THE POSITION IN BRIEF

The Police Chief is appointed by and reports to the Township Manager and oversees a department staffed by 22 sworn police officers, 2 full-time administrative personnel, a part-time ordinance enforcement officer and 2 part-time crossing guards. Officers, Corporals and Sergeants are represented by a Fraternal Order of Police collective bargaining unit. The Police Department works cooperatively with other Centre Region law enforcement agencies, including Patton Township, State College Borough, and Penn State University police departments. In furtherance of its goal of providing a safe community, the FTPD participates in a Regional Drug Task Force coordinated by the Pennsylvania Bureau of Narcotics Investigations, as well as Crisis Negotiation, Intervention and Tactical Response Teams.

The Department is currently an accredited agency with the Pennsylvania Law Enforcement Accreditation Program sponsored by the Pennsylvania Police Chiefs Association.

## THE DEPARTMENT

The Ferguson Township Police Department strives to enhance the quality of life throughout the Township by working cooperatively to preserve the peace, enforce the law, reduce the fear and incidence of crime, and provide a safe environment for its residents and visitors to the community.

The Police Department consists of 22 sworn, full-time staff, one part-time Ordinance Enforcement Officer and two Administrative Assistants. The sworn staff consists of the Chief, four Sergeants, two Corporals, 12 Patrol Officers, and three Detectives. The Department answers all 9-1-1 emergency calls as well as non-emergency police calls 24 hours a day, 365 days a year.

### STATEMENT AGAINST HATE

The Ferguson Township Police Department condemns violence, bigotry and xenophobia towards any person based on their race, creed, color, sex, sexual orientation, gender, gender identity or expression, ethnicity, religion, disability, genetic information, protected veterans' status, military service, nationality, or national origin of citizenship status. Incidents of hate, violence and harassment will not be tolerated in Ferguson Township. We, the members of the Ferguson Township Police Department, stand against hate and racism.



## POLICE DEPARTMENT MISSION AND VALUES

### MISSION STATEMENT

The Ferguson Township Police Department is here to enhance the quality of life throughout the Township by working cooperatively to preserve the peace, enforce the law, reduce the fear and incidence of crime, and provide a safe environment for its residents and visitors to the community.

### VALUES STATEMENT

How we work to achieve our mission and our success depends upon our values. Values are statements of the standards and beliefs that are the most important to the employees of the department and our community in achieving our mission.

**Shared Responsibility:** We believe that police employees and the community share in the responsibility for crime control and public safety, and that the role of the police is defined by the community.

**Honest and Ethical:** We subscribe to the principle that services will be delivered in a manner which preserves and upholds the ethics and values of the profession and community.

**Professional:** We are committed to maintaining the highest level of quality service, integrity and professionalism and our achievements are measured by the quality of our work.

**Effective:** We accept the responsibility to react to criminal activity in ways that emphasize prevention, and which is marked by competent and vigorous law enforcement service.

**Cooperation:** We recognize and support the principle that the public has a right to be a partner and be informed about police services. We believe in working collaboratively with people to understand their concerns and to jointly develop solutions.

**Courteous and Unbiased:** We are committed to the belief that no person's claim to dignity and civil rights is any less than another's claim, and all are entitled to equal treatment.

**Competent, Respectful:** We recognize our members to be the most important asset of the department, and that only through mutual respect, controlled egos, cooperation and teamwork can the quality of life in the community be best served.

**Perceptions Matter:** When people see the police as fair, lawful and respectful, officers are safer and citizens are more likely to obey the law and comply with police orders. For example, how an officer treats a stopped motorist influences the motorist's opinion more than whether the officer issues a citation.



# THE ORGANIZATION

The Board of Supervisors is the governing body of Ferguson Township and comprises five elected officials who each serve four-year terms: two elected at-large and three elected by ward. The Board of Supervisors is the policy-making body and is responsible for setting tax rates, approving an annual budget, and enacting ordinances to carry out policy. The Board of Supervisors appoints the Township Solicitor, Auditor and Township Manager.

The Board of Supervisors represents the Township as members of Centre Region Council of Governments (CRCOG). Each Board member serves in various capacities on committees of CRCOG dealing with regional issues such as transportation, code enforcement, public services, finance, and personnel. While CRCOG offers planning services to its members, the Township of Ferguson conducts planning activities at the local level.

Ferguson Township has the following departments: Administration, Finance and Tax, Planning and Zoning, Police and Public Works. Employees in police and public works are represented by collective bargaining agreements. Fire Services, Library and Parks and Recreation are provided by the Centre Region Council of Governments.





# EXPECTATIONS AND PROJECTS

The next Chief of Police will be expected to work closely with the Township Manager, the Township Management Team and other area partners in addressing the following challenges and opportunities. They are not listed in order of priority or importance but are set forth to give candidates a sense of the type and scope of issues which the Police Chief will be addressing.

- The opportunity to lead an organization assessment of the agency to ensure the current and future staffing levels and needs of the department are met for the expected growth of the township to maintain the highest quality of police services to the community.
- The Police Department has a positive relationship with the State College and The Pennsylvania State University that reflects ongoing communication, responsiveness, and a strong spirit of cooperation among the Chiefs of Police. The next Chief must continue this partnership and develop a stronger relationship ensuring that "TOWN and GOWN" issues are addressed in a thoughtful and respectful manner with neighboring State College and the Pennsylvania University.
- The next Chief of Police will be expected to be an innovative leader with knowledge of contemporary policing "best practices".
- He/she will be responsible for addressing the law enforcement challenges of emerging technology issues and the impact of technology on Police roles and responsibilities in the future.
- Communication and transparency with employees, residents, businesses, and all stakeholder organizations are critical skills for the next Chief of Police. Strong listening abilities and a genuine desire to engage the community in problem solving is expected from the Chief. Attending community meetings and being present and visible in the Township is essential.
- Provide effective leadership to develop Police Department personnel; to enhance internal relationships and maintain exceptional standards for quality service to the Township. The Chief of police will need to be a strong leader, responsible for clarifying the Department's Mission, and developing and carrying out the vision for the future of the Department in a fair and equitable manner.
- The next Chief of Police should ensure clarity of policies and procedures and that they are uniformly and fairly applied and enforced.
- It is a goal of the Department to maintain accreditation status through the Pennsylvania Law Enforcement Accreditation Program sponsored by the Pennsylvania Police Chiefs Association. The next Chief of Police should be knowledgeable regarding accreditation standards and policies.
- Confidently and comfortably build internal and external relationships; to be capable of engaging and working closely with other township, county, municipal and state and Federal agencies for the benefit of the Department and the community; to enhance partnerships and relationships with regional law enforcement entities and public safety agencies.



- Work with the Township Manager, elected and appointed officials, staff and the community, understanding the interests of all parties; have a clear understanding of personnel matters and the importance of a balanced and effective relationship with the collective bargaining unit in the Department. To carry out the responsibilities of the position; to appropriately delegate and hold Supervisory staff accountable for assigned responsibilities.
- The Police Department will maintain positive relationships with all local law enforcement, first responders, and emergency personnel.
- A replacement regional mobile data and records management system will be implemented. It is important for the new Chief to understand the logistics and technical issues involved and to collaboratively address those issues with the participating Police Departments.
- The Chief will have an understanding and commitment to the recruitment, training, development, and retention of a diverse group of personnel; proactively recognizing, anticipating, and staffing personnel modifications; engaging department personnel in identifying and analyzing current and future needs.
- Evaluate the current structure and staffing of the Department to ensure the most appropriate and effective use of personnel in support of the Department's mission.
- To be continuously responsive to Ferguson Township community values and beliefs; measuring the effectiveness of and impact of enforcement policies and procedures with a strong appreciation of a "customer service" model. Foster an environment for change; develop an organizational adaptability and resilience to provide the highest levels of service to the community.

# CANDIDATE REQUIREMENTS

Ferguson Township is seeking candidates with high integrity and a career commitment to teamwork and customer service to serve as the Township's next Chief of Police. The following education, experience, management, and leadership criteria have been identified by the Township and stakeholder partners as important skills and abilities for candidates to possess and demonstrate.

- A bachelor's degree in criminal justice, public administration or a field closely related to the duties and responsibilities of the position, with advanced management and supervision courses and executive management certificates including the FBI National Academy, Northwestern University Center for Public Safety, or other similar state and/or national programs desirable.
- A minimum of 5 years of progressive responsible law enforcement management experience in a Command position equivalent to Lieutenant, Captain, Commander, Deputy Chief, or Chief in a township, county, municipal, state, or federal law enforcement agency of similar size and the knowledge, skills, and abilities to perform the essential duties of the position.
- Candidates must have Municipal Police Officer Education and Training Commission (MPOETC) and Pennsylvania ACT 120 certifications, or able to acquire certification within one year.
- Must possess or be able to obtain a valid Pennsylvania driver's license.
- An equitable balance of administrative and operational law enforcement experience.
- Must be committed to Diversity, Equity, and Inclusion Practices, with demonstrated experience in cross cultural communication and engagement with diverse individuals and groups.
- A pro-active and excellent communicator willing to reach out to and develop positive relationships and partnerships with diverse groups and individuals.
- Possesses excellent Communications Skills, with experience in public and media relations.
- Must embrace and practice the principles of community policing and knowledgeable of best practices.
- Possesses excellent financial management skills.
- Experienced with Labor relations/Collective bargaining experience.







## THE IDEAL CANDIDATE WILL BE:

- Open and transparent with a strong commitment to communication and collaboration.
  - An engaging, collaborative leader able to build and maintain strong relationships and partnerships.
  - A proactive, anticipatory, and innovative leader who can assist the Township Manager and Board of Supervisors in planning for the future and managing the complex needs of public safety.
  - An approachable leader willing to listen to all stakeholders.
  - The Chief of Police is expected to be a 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 needs of the Township as a whole and of the region's public safety community.
  - A leader who can apply policies fairly and uniformly for all members of the Department.
  - Have complete personal and professional honesty and integrity, inspiring the confidence of Department members, elected and appointed officials as well as the public.
- Be a person who is positively recognized in her/his profession.
  - Be a credible leader who can generate respect.
  - Have a thorough knowledge of, and sincere appreciation for, the challenging role of today's police officer.
  - Maintain a calm demeanor during times of stress, providing thoughtful guidance to Department employees, Township management team members and elected officials.

## COMPENSATION AND BENEFITS

The salary range for this position is \$100,478 - \$135,646 DOQ. Ferguson Township provides a comprehensive and attractive benefits package.

## HOW TO APPLY

Candidates should apply online by September 23, 2022 with cover letter, resume, and contact information for five professional references at [www.govHRJobs.com](http://www.govHRJobs.com). Questions regarding the position may be directed to the attention of Charlene Stevens, Senior Vice President and Louis Rossi, Vice President, GovHRUSA, 630 Dundee Road, Northbrook, Illinois 60062, or by calling 847-380-3240. Ferguson Township, PA Township is an Equal Opportunity Employer and encourages diverse candidates.

