



CITY OF WESTERVILLE



INVITING APPLICATIONS FOR
POLICE CHIEF
CITY OF WESTERVILLE, OHIO



INTRODUCTION

The City of Westerville, Ohio is seeking a proven law enforcement professional with the leadership, experience, educational and technical skills to serve as Chief of Police for one of the premier, full-service cities in Central Ohio. Westerville is recognized as a well-managed, carefully planned community which is home to 39,000 residents, an outstanding array of businesses, and Otterbein University. City leaders take great pride in offering high quality, efficient, and responsive municipal services. The next Police Chief will be a strong, visible leader, an active mentor to staff, and will continue to enhance the proud tradition and reputation of Westerville's outstanding Police Division.

BACKGROUND

The mission of the Westerville Police Division is to "provide service to the public – we are dedicated to responding to the needs of citizens, preventing crimes, and continually evolving to maintain the highest standards of service." The Police Division's organizational philosophy is "total resource policing" which provides staff with the authority and responsibility to complete tasks and missions at the frontline level. The 112 men and women in the Police Division (76 sworn, 30 civilian, 6 part-time) serve and protect the Westerville community.

THE COMMUNITY

Westerville, located in Central Ohio, is just ten minutes from the John Glenn Columbus International Airport and adjacent to Ohio's capital city-Columbus. Westerville is in both Franklin and Delaware counties and is the proud home of Otterbein University, a highly acclaimed four-year liberal arts institution with 2,400 undergrad and graduate students.

Westerville takes great pride in its reputation as a family-oriented, business-friendly community and has a strong heritage dating back to 1809. The community provides a full complement of city services including Police, Fire, EMS, Emergency Communications, Electric, Water and Sewer utilities, Service Department, Parks and Recreation, Planning and Zoning, Developmental Services and a Mayor's Court.

The City is home to many distinctive neighborhoods, offering a multitude of housing styles and price points for new residents. Its Uptown District serves as an attractive and charming shopping district featuring bed and breakfasts and homes dating back to the 19th century. It is located a short walk from the Otterbein University campus. The community boasts 41 parks, a state-of-the-art indoor recreation facility, and over 50 miles of recreational trails. Westerville, commonly referred to as "a city within a park", is nationally recognized for its outstanding Parks and Recreation programs.

Westerville's strategic location, adjacent to interstate highways I-270 and I-71, coupled with its innovative spirit and full offering of attractively priced, municipal utilities has made it a leading choice for new and expanding businesses. Its economic development success has been further enhanced by sound fiscal management practices, making for a very stable forecast for the community's financial future as represented by its superior AAA bond rating.



THE POLICE DIVISION

The Westerville Police Division operates with an annual budget of \$16.2 million. The community has historically supported its police operations both financially and philosophically.

On February 10, 2018 tragedy struck the Police Division and community when two of Westerville's finest officers lost their lives when responding to a domestic violence call. While the community was shocked and saddened by this event which was so atypical, what followed with the "Westerville Strong" response was remarkable. The entire community came together to support the families of the two slain officers, and their fellow police officers made sure their memories of service and sacrifice would never be forgotten.

The next Police Chief of this community will soon become aware of the unique partnership that exists between the men and women "who wear the blue" and the residents and business owners they serve.

The Westerville Police Division offers a full complement of top-quality services including line and operations command, a detective bureau, school resource officer program, K-9 Unit, community relations, emergency communications, records bureau, D.A.R.E., Citizen Police Academy, Youth Police Academy, Explorer Post, volunteer reserve unit, internal affairs, joint tactical unit, and an aerial traffic enforcement program.

Further information about the Police Division services is available on the City's website:

<https://www.westerville.org/services/police>

CHALLENGES FOR THE NEXT POLICE CHIEF

Interviews with the City's elected officials, City Manager, police command staff, F.O.P. and community and faith-based leaders have identified a list of challenges and/or expectations that will need to be addressed by the new Police Chief.

- **Organization.** Several key retirements have recently impacted the Police Division and the new chief will need to assess the strengths and potential capabilities of existing staff. S/he will have a unique opportunity to make organizational changes that will serve the community for many years to come.
- **Community Relations.** The new chief will be expected to be a strong, visible leader in the community and will endeavor to build upon and strengthen the outstanding relationships that currently exist among the police staff, residents, businesses, as well as with Otterbein University, the Westerville schools, and the faith-based community.
- **Technology.** The next chief will be expected to embrace and utilize technology as an increasingly effective and efficient tool for the delivery of police services. Westerville has a proud history of innovation and collaboration that is anticipated to be carried forward within its Police Division in a quest to perform at an increasingly higher level.
- **Police Headquarters.** The City has begun an initiative to design and construct a long-awaited, new Police/Court facility. A ballot issue for funding of this project will be placed before the Westerville electorate in November of this year. The newly appointed chief will play a key role in assisting with this major development should voter approval be forthcoming.
- **Internal Affairs.** Westerville expects its Police Chief to set forth the highest example of integrity and to always lead by example. The reputation of the Police Division must be maintained and enhanced at all times and in accordance with all applicable standards by the incoming chief.



THE IDEAL CANDIDATE WILL

- Possess a collaborative leadership style to build upon the strong community ties that exist among the Westerville Police Division, its residents, business community and the educational institutions it serves. The successful candidate must be an individual that can engage and build trust and confidence with his/her staff, professional colleagues, and fellow Westerville department managers.
- Be extremely knowledgeable about law enforcement practices and techniques and all aspects of community-oriented policing. The next chief must have the ability to forecast and plan for the law enforcement needs of the community and the capability to effectively articulate the mission and vision of the Police Division within its ranks as well as to those it serves.
- Be creative and extremely knowledgeable about technological applications and best practices available to law enforcement in order to efficiently and cost effectively conduct operations.
- Enumerate and champion comprehensive recommendations about critical issues impacting the administration of law enforcement services throughout the community. The next chief must be competent in the area of cultural diversity and will ensure departmental staffing reflective of the community as a whole. The candidate must be well-organized and consistent in his/her approach to keeping the City Manager and Council apprised of the status of all pertinent activities within the division.
- The next chief must always lead by example and maintain the highest level of professionalism in both his/her demeanor and personal appearance and have the will to hold others in the Police Division to the same expectations and standards.
- The successful candidate will have earned a minimum of a bachelor's degree in a related field of study from a fully accredited institution of higher learning and have at least 10 years of progressively responsible experience in municipal policing. A master's degree or other advanced training or certification is preferred. Senior command staff experience at the chief, assistant chief, captain or lieutenant level of five years or more is preferred. The selected candidate will possess or commit to possess Ohio law enforcement certification within six months of a conditional appointment.

COMPENSATION AND BENEFITS

The compensation package includes a salary range of \$94,078 to \$150,529 and a highly competitive fringe benefit offering. The wage/benefit package offered will ultimately be commensurate with the skills, experience and educational qualifications of the successful candidate. Confidentiality of applicants under Ohio Law cannot be guaranteed.

HOW TO APPLY

Interested candidates for this outstanding law enforcement career opportunity should submit a cover letter and detailed resume to:

Gregory B. Horn

Special Advisor

Management Partners

1730 Madison Road

Cincinnati, OH 45206

Phone: 513-861-5400

Fax: 513-861-3480

Mr. Horn's direct line: 937-478-6385

ghorn@managementpartners.com

Electronic submittal/correspondence is preferred.

Applications/resumes are encouraged to be submitted by May 8, 2019 to be given the utmost consideration, although applications will be accepted until the position is filled.

The City of Westerville, Ohio is an Equal Opportunity Employer.