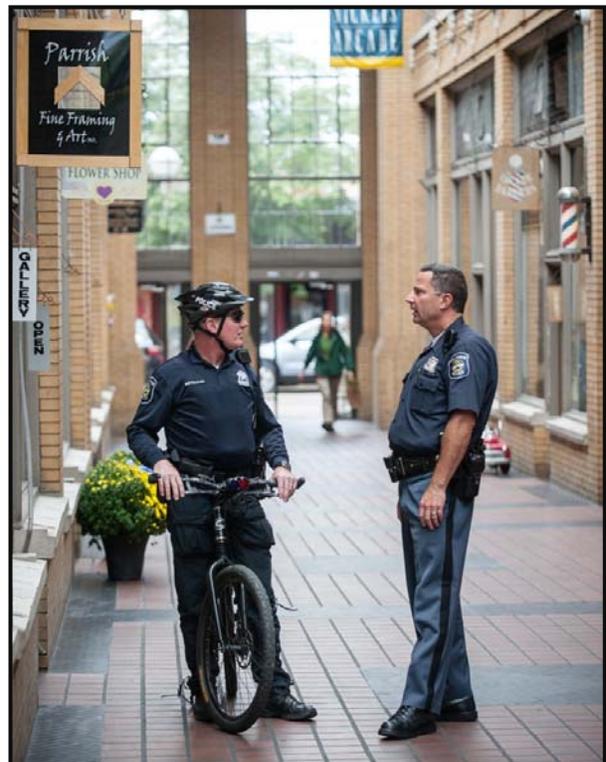
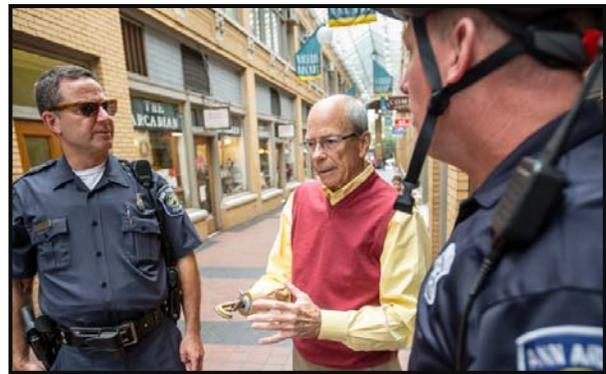


City of Ann Arbor Chief of Police



The Community

A bustling downtown and charming neighborhoods make Ann Arbor an ideal place to live, learn and work. As an organization, the City of Ann Arbor's nearly 700 employees provide services to the city's more than 114,000 residents and maintain and enhance the 28 square miles of city limits.

Ann Arbor, known for its acres of trees and progressive environmental initiatives, has something for every interest — performance venues, museums and world-class dining and shopping — from the Ann Arbor Farmers Market and local boutiques to national retailers. Nearly 160 city parks, two city golf courses, two city canoe liveries on the Huron River and endless trails entice residents to enjoy the city's great outdoors.

Accolades

The city takes pride in the service provided to our citizens and our community's well-earned reputation. Recent honors include:

- 2015 – Highest-paying ZIP code in Michigan, according to U.S. Census data (No. 3), NerdWallet
- 2015 – Best College City (No. 9), among medium-sized cities, WalletHub.com
- 2015 – Park Design of the Year Award (for Veterans Memorial Park Skate Park), Michigan Recreation and Park Association
- 2015 – Innovative Park Resources of the Year Award (for citizen pruner program), Michigan Recreation and Park Association
- 2015 – Nation's Most Innovative Tech Hub (No. 12), Nerdwallet.com
- 2015 - 50 Best College Towns to Live in Forever (No. 20), College Ranker
- 2015 – 10 Most Beautiful Towns in Michigan, Culturetrip.com
- 2015 – Top 20 Municipal Golf Courses in America (Leslie Park Golf Course), Gearpatrol.com
- 2014 – Best Digital City (No. 2) for use of technology to create a seamless environment between government and citizens, eRepublic's Center for Digital Government and Digital Communities Magazine



Accolades Continued...

- 2014- Top Community Well-being, Gallup Healthways
- 2014 – Top 10 Best City for New College Grads (No. 7), Livability.com
- 2014 – Most Educated Cities (No. 1), Forbes.com
- 2014 – Best Places to Live, Money.com
- 2014 – Top 100 Best Cities to Live (No. 13), Livability.com
- 2014 – The 10 Best Midsize Cities to Raise Children (No. 3), MyLife.com
- 2014– The 10 Most Intelligent Towns College Towns in America (No. 1), Zoomtens.com
- 2014 – Top 25 Most Beautiful Cities in America, BudgetTravel.com
- 2014 – Best Cities for Well-Being (No. 6), USA Today and Gallup
- 2014 – Times Higher Education World Rankings (No. 15), University of Michigan
- 2014 – Top 25 Ranked Business and Economics Programs with the Best Return on Investment, University of Michigan, BestValueSchools.com
- 2014 – America's Best Main Streets South Main Street, Ann Arbor, The Huffington Post and Fodor's Travel.

Government

Ann Arbor has a Council-manager form of government. The City Administrator is responsible for managing the operations of the City and reports directly to the City Council. The Police Chief reports directly to the City Administrator.

The City Council consists of the Mayor and ten Council members, two from each of Ann Arbor's five wards. One half of City Council is elected in annual partisan elections. Members serve two-year terms. The Mayor is elected on a partisan ballot every even year. The Mayor is the presiding officer of the City Council and appoints all Council committee members and members of many boards and commissions, with the approval of City Council.



The Police Department

The Ann Arbor Police Department has 122 sworn police officers included in the overall staff of 149. The AAPD is a full-service department with many services and units. These include a detective section, Metro SWAT, hostage negotiation team, under water search and rescue, polygraph, computer forensics, traffic services unit, K9, motorcycle and bicycle patrols, as well as a neighborhood watch and crime prevention unit. The AAPD road patrol is committed to a community-oriented policing philosophy and strives for a high level of community engagement.

Mission Statement

The City of Ann Arbor's mission is to deliver exceptional services that sustain and enhance a vibrant, safe and diverse community.

The Position

The Chief of Police has the overall responsibility for the direction and control of the department. The Chief of Police, as the Chief Administrative Officer of the department, has both the responsibility for the efficient management and operation of the department and the direction and control of its members for the purpose of the effective and efficient enforcement of all laws and ordinances which the police have authority to execute.

The Chief of Police shall keep the City Administrator informed of important events, criminal conditions and unusual occurrences within the City. The Chief shall furnish such statistics and suggestions deemed advisable for the improvement of the police services.

Essential Duties and Responsibilities

- Supervise Deputy Chiefs, Lieutenant in Professional Standards Section, Emergency Manager, and Office Administrator.
- Assume full management responsibility for police department services and activities; recommend and administer policies and procedures.
- Manage the development and implementation of goals, objectives, policies, and priorities for each assigned service area in the department; establish appropriate service and staffing levels; allocate resources accordingly.
- Continuously monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; assess and monitor workload, administrative and support systems, and internal reporting relationships; identify opportunities for improvement; direct the implementation of changes.
- Develop and/or maintain professional working relationships with other city departments, elected officials and outside agencies, community and university officials, police unions, and media representatives; explain, justify and defend department programs, policies and activities; negotiate and resolve sensitive, significant and controversial issues.



Essential Duties and Responsibilities Continued...

- Select, train, motivate, evaluate, and promote department personnel; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures; oversee personnel investigations regarding police actions; prepare performance appraisals.
- Plan, direct and coordinate, through subordinate level managers, the work plan of the Police Department; meet with management staff to identify and resolve problems; assign projects and programmatic areas of responsibility; review and evaluate work methods and procedures; meet with all department employees either individually or in groups to discuss work methods and procedures and progress toward meeting goals and objectives.
- Manage and participate in the development and administration of the department budget; direct the forecast of additional funds needed for staffing, equipment, materials and supplies; direct the monitoring of and approve expenditures; direct the preparation of and implement budgetary adjustments as necessary.
- Coordinate the activities of the department with those of other departments and outside agencies and organizations; provide staff assistance to the City Administrator, City Council; prepare and present staff reports and other necessary correspondence.
- Direct regular staff meetings of the department; review activity reports and crime reports and statistics; prepare a variety of reports regarding departmental activities, programs and projects.
- Communicate and interact with a diverse and politically active community.
- Participate on a variety of boards and commissions; attend and participate in professional group meetings, City Council meetings; prepare and present programs for various community organizations; stay abreast of new trends and innovations in the field of law enforcement and community events and activities.
- Participate in firearms training in order to maintain proficiency.
- Respond to and resolve difficult and sensitive citizen inquiries and complaints.



Knowledge, Skills and Abilities

- Operational characteristics, services and activities of a comprehensive law enforcement program.
- Technical and administrative aspects of crime prevention and law enforcement including investigation and identification, patrol, traffic control, records management, care and custody of persons, property and environmental protection.
- Pertinent federal, state, and local laws, codes and regulations.
- Specialized communications equipment.
- Organizational and management practices as applied to the analysis and evaluation of programs, policies and operational needs.
- Safe work practices and procedures.
- English usage, spelling, grammar, and punctuation.
- Modern and complex principles and practices of leadership, program development and administration.
- Advanced principles and practices of municipal budget preparation and administration.
- Principles of supervision, training and performance evaluation.
- Business letter writing and report preparation.
- Advanced law enforcement principles and the criminal justice system.
- Principles and procedures of record keeping.
- CALEA and the accreditation process.
- Applicable union contracts.

Equipment

Computer and software applications, fax machine, copier, telephone, and other miscellaneous office equipment.



Education and Experience

Qualified candidates should have a Bachelor's degree from an accredited university with major course work in criminal justice, police science, public administration or a related field; a Master's degree is preferred. Advanced education and training at the FBI Academy, Southern Police Institute, or similar institution is required.

Licensing Requirements

- Possession of a valid Michigan driver's license.
- Certification as a police officer by the MLEOTC.

The Ideal Candidate

The ideal candidate must possess a minimum of ten years proven experience at a Command Level with at least two years in an Executive Level which include Assistant Chief, Deputy Chief or Chief. Relevant work experience in a City or County of similar or larger size and complexity as Ann Arbor is preferred. The ideal candidate should have experience and knowledge of community policing strategies. It is essential that the incoming Chief of Police has experience working in an environment with complex labor relations and has had proven success in establishing collaborative, diplomatic working relations with labor and employee associations.

The ideal candidate must exhibit strong relationship-building skills in working with the entire organization and the community. Experience with a diverse, highly engaged, university community will be beneficial for the successful candidate. The Chief of Police should be active and visible in the community, personally taking part in civic and community activities and events. The ability to give effective oral presentations and advanced written and oral communication skills are imperative.

The ideal candidate will be skilled in creating a positive atmosphere for employees in the organization and within the Police Department. The ideal candidate must have the capacity and interest to be an effective mentor and leader for staff. Strong collaboration and team building skills will be necessary for this individual to be successful.

The successful candidate must embrace a willingness to be open and transparent. The successful candidate should be approachable and personable and must value integrity and have a strong commitment to ethics.

Salary

The City of Ann Arbor is offering a competitive salary commensurate with experience and a comprehensive benefits package. Relocation assistance will also be available for a successful out of area candidate.

How to Apply

Applicants should forward a cover letter and resume to:

resumes@affionpublic.com

Reference: AAPC

*Candidates desiring confidentiality of their interest, as allowed for and provided by Michigan law, must indicate such in a separate subject line above the body of the cover letter.

Affion Public
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888.321.4922
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www.affionpublic.com



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