

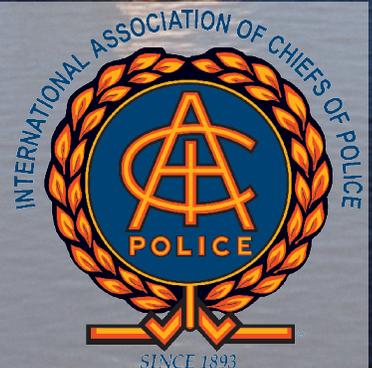
# Chief of Police Alexandria, Virginia



*An IACP Executive Search Opportunity*

APPLICATION DEADLINE:

October 14, 2016

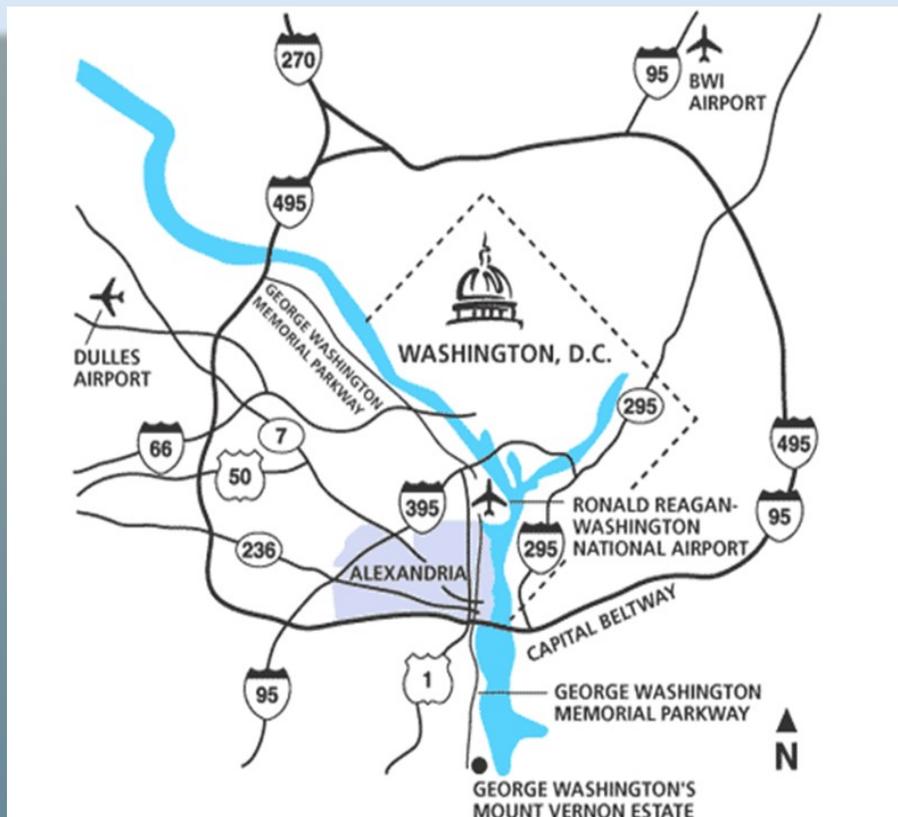


The City of Alexandria, Virginia, is currently seeking applications for the position of Chief of Police. The candidate will be an innovative, knowledgeable, approachable, and committed leader who can manage Alexandria Police Department's (APD) continued efforts as a community-oriented policing agency that is committed to all of its residents.

## THE CITY OF ALEXANDRIA

Alexandria is an independent city in the Commonwealth of Virginia. Located in Northern Virginia across the Potomac River from Washington D.C., it is nationally recognized for its rich history and beautifully preserved 18th- and 19th-century architecture, which provides an extraordinary backdrop for a thriving boutique scene, acclaimed, chef-driven restaurants, vibrant arts and culture, and a welcoming, walkable lifestyle.

The city has an area of 15.75 square miles. Alexandria is surrounded by the Potomac River on the east, Arlington County, VA to the North, and Fairfax County, VA to the West and South.



## POPULATION

In 2010, Alexandria had a total population of 139,993; according to the US Census Bureau. The estimate for 2015, lists the population at 153,511. In the 2010 count the Racial and ethnic breakdown was as follows:

- 53.5% White
- 21.8% Black or African American
- 16.1% Hispanic
- 6% Asian
- 2.6% Other

Founded in 1749, Alexandria has a fascinating history, and many of its historic buildings are still preserved today. During its long history, Alexandria was a tobacco trading post, one of the ten busiest ports in America, a part of the District of Columbia, home to both the largest slave-trading firm in the country and a large free-black community, a Civil War supply center for Union troops, and a street-car suburb for federal workers. It is now a thriving and diverse commercial and residential community. Average incomes and education levels are significantly above national and Virginia averages, with 26% of Alexandria residents being foreign born.

Alexandria is home to numerous trade associations, charities, and non-profit organizations, as well as federal government offices, including the U.S. Patent and Trademark Office. In 2017, Alexandria will become the home of the National Science Foundation. Approximately 95,000 people work in the City each weekday.



## CITY GOVERNMENT

Alexandria is an independent city, which derives its governing authority from a charter granted by the Virginia General Assembly. By referendum in 1921, an overwhelming majority of the voters approved the adoption of the council-manager form of city government, which went into effect in 1922.

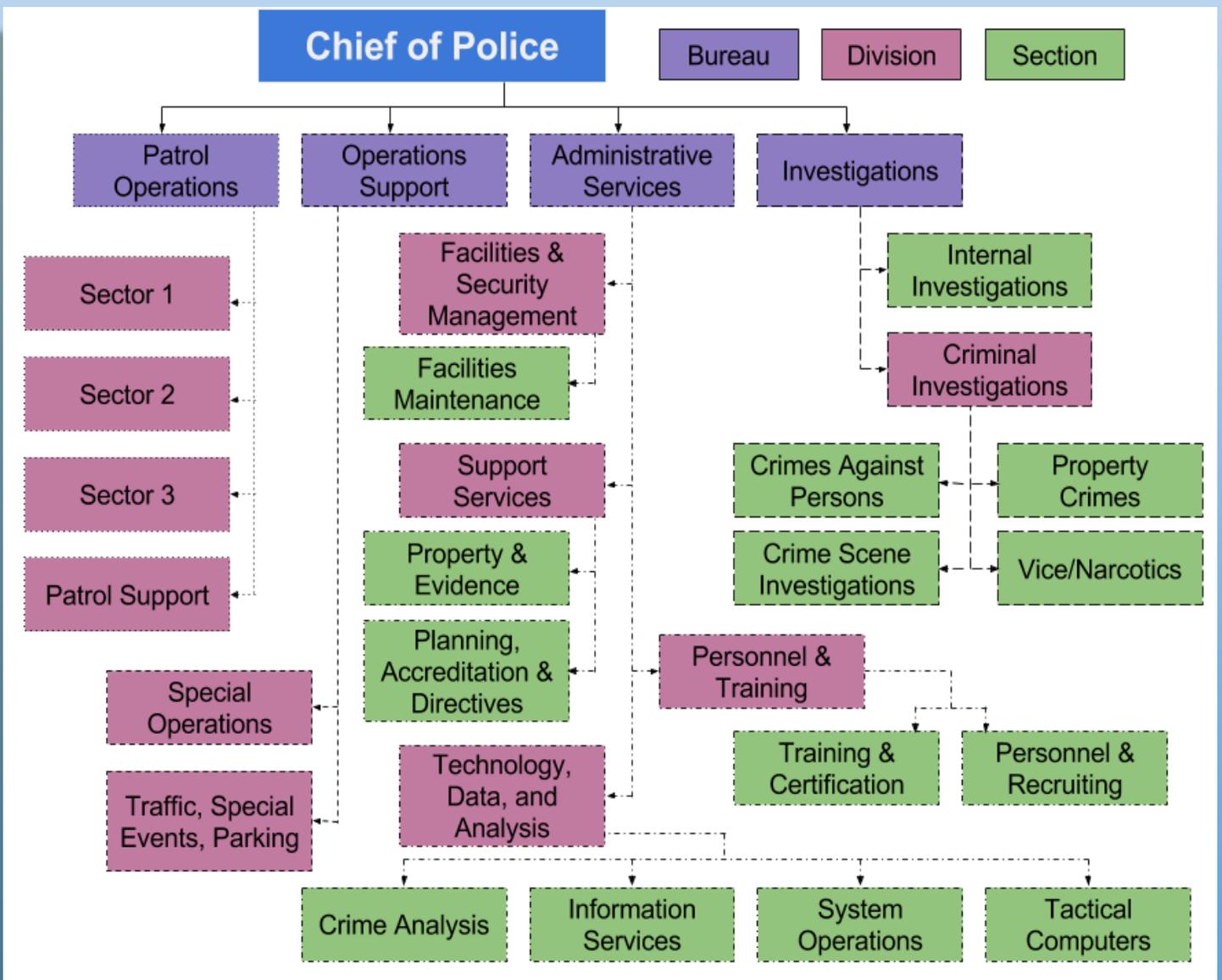
The City Council is composed of a Mayor and six Council members who are elected at-large for three-year terms. The Mayor, who is chosen on a separate ballot, serves on City Council, presides over meetings of the Council and serves as the ceremonial head of government. This form of government centralizes legislative authority and responsibility in the elected City Council. Administrative authority and responsibility are held by the City Manager, who is appointed by the City Council and who serves as the City's Chief Executive Officer. The City Manager prepares and submits the annual operating budget (\$840 million) and 10-year capital improvement program (\$1.7 billion), and is responsible for their administration after adoption. The City Manager also appoints all City department heads and most of the City's 2,400 full-time employees, with the exception of court and school personnel.





## POLICE DEPARTMENT

Alexandria maintains a modern, highly trained, technically skilled, energetic, diverse, and well-equipped Police Department, with a current authorized strength of 304 sworn officers and 138 civilian employees. The APD operating budget for FY17 is \$62.7 million. The APD is internationally accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA) since 1986.



### MISSION

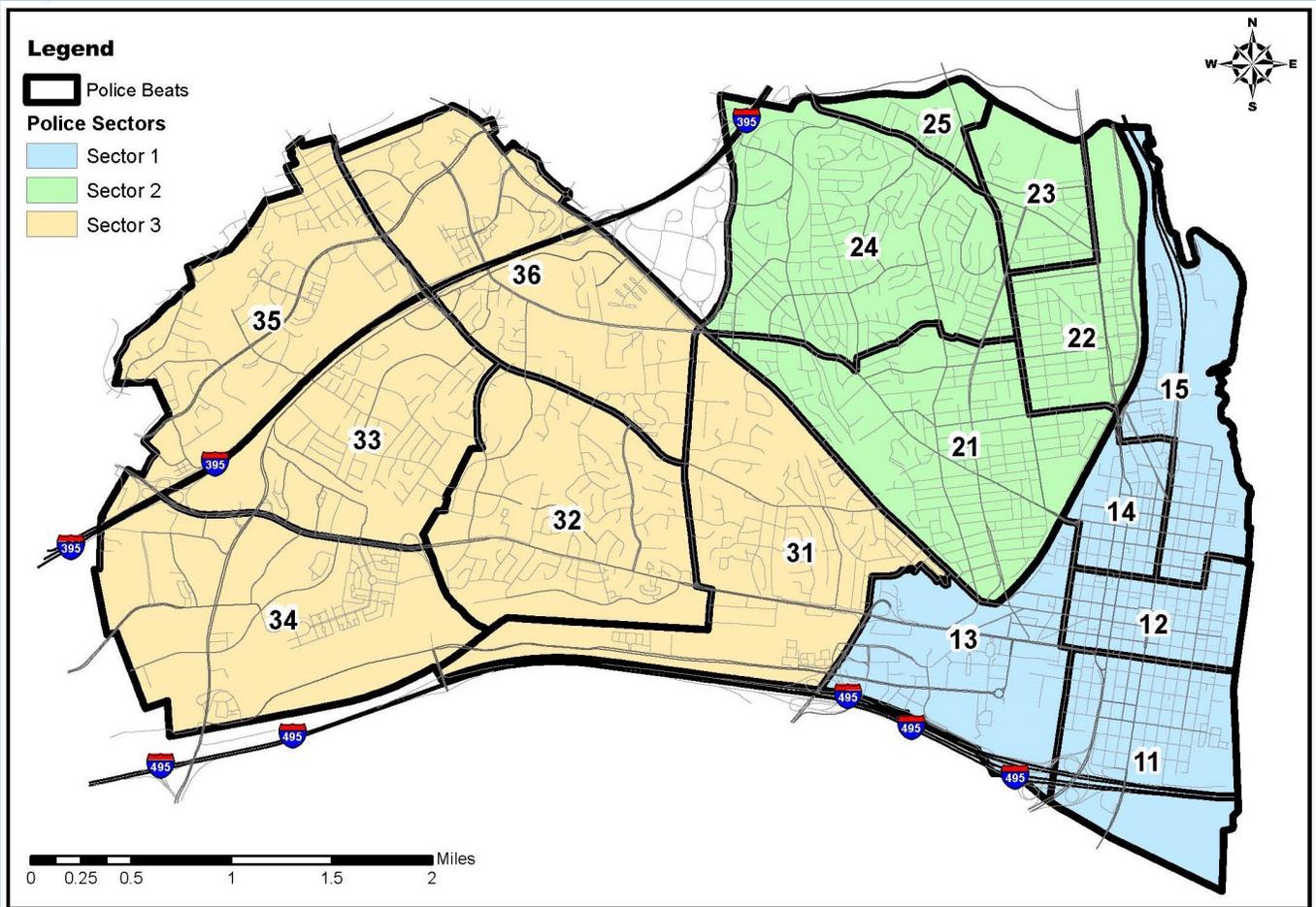
*“The mission of the Alexandria Police Department is to provide competent, courteous, professional and community oriented police services. We are committed to maintaining and enhancing a strong and productive partnership with the community to continue to prevent crime, enforce laws, maintain order, and improve the quality of life in all of Alexandria's neighborhoods. We are dedicated to protecting life and property while assuring fair and equal treatment to everyone.”*



### VALUES

*“Central to the Alexandria Police Department’s mission are the values that guide their work and decisions, and help to contribute to the quality of life in Alexandria. The values are characteristics or qualities of worth. They are non-negotiable. The women and men of the Alexandria Police Department, value: human life, dignity, integrity, laws and constitution, excellence, accountability, cooperation, problem-solving, and themselves.”*

The organizational structure of the APD includes four bureaus under the control of a Deputy Chief: Patrol Operations, Operations Support, Administrative Services, and Investigations. Within the patrol bureau, there are four divisions, which include three patrol sectors and patrol support. For functional purposes, the APD separates the city into three sectors, each of which contains several sub-sections, or beats. Sectors 1 – 3 include the patrol personnel who are responsible for handling calls for service. A captain commands each of these sectors, supported by two lieutenants, with one working days and the other one working nights.





Over the years the APD has been a pioneer throughout the Washington, DC metropolitan area in several initiatives:

- Strategic Response System (SRS) – a combination of technology, innovative police tactics and strategies, and accountability to reduce crime and the fear of crime in our communities.
- Implementation of an Automatic Vehicle Locator (AVL) system (using GPS) to dispatch the closest unit(s) to calls with the highest priority.
- New CAD system, which went live in January 2015.
- New Headquarters - Opened in 2011, a state of the art 124,000 square foot LEED-certified building.





The crime prevention efforts of the Alexandria Police Department combine prevention, intervention, and law enforcement and a partnership with the community to combat crime. These efforts include:

- A robust long-standing civic liaison program connected to more than 100 civic groups throughout the City.
- A highly praised Citizen’s Academy program held twice per year
- A Youth Citizen’s Academy modeled on the Citizen’s Academy and hosted twice per year.
- Police Youth Camp in Kilmarnock, Virginia
- A Community-Oriented Policing Section whose mission is to provide intensive community outreach in specific geographic areas and with underrepresented groups in Alexandria. Expanding community policing efforts is a priority.



Part 1 Crime Comparison				
Crime Type	2014	2015	Change	% Change
Homicide	4	4	0	0%
Rape	15	19	4	26.70%
Aggravated Assault	104	148	44	42.30%
Burglary	257	230	-27	-10.50%
Larceny	2,546	2,443	-103	-4.00%
Auto Theft	253	254	1	0.40%
<b>Total</b>	<b>3,318</b>	<b>3,237</b>	<b>-81</b>	<b>-2.40%</b>

## THE NEXT ALEXANDRIA CHIEF OF POLICE

As the chief executive officer of the Police Department, the Chief of Police has responsibility for the stationing and transfer of all employees in the Department, plus authority and responsibility for the fiscal management of the agency. The Chief of Police, with the approval of the City Manager, appoints all other Police Department employees. The Chief of Police executes all directives of the City Manager's Office, to whom the Police Chief reports, and issues such orders to the Department as may be required for proper enforcement. The Chief of Police organizes, directs, and controls all resources of the Department in order to preserve the peace; protect persons and property; and observe and enforce all ordinances of Alexandria City, the laws of the Commonwealth of Virginia, and the laws of the United States.

### NEEDS AND EXPECTATIONS

The next Chief of Police in Alexandria is expected to do the following:

- Create a clear vision of and goals for success for the organization; develop and execute a strategic plan to achieve desired outcomes.
- Have a strong understanding of and experience with technology and analytical-based decision-making.
- Be effective in using data-driven methods and community-oriented policing to reduce crime.
- Establish and pursue effective two-way communication and transparency both within the department and with key community stakeholder groups.
- Develop effective organizational leadership practices that provide good succession planning and professional development for the police force.
- Continue to implement the 21st Century Policing standards throughout all facets of the department.
- Develop and implement a recruitment and retention plan to keep the staffing numbers at the authorized level; while increasing diversity and foreign language ability.
- Continue to build on the training and technological edge the department is known for.
- Utilize the strong support of the Alexandria residents while continuing to meet their high expectations of the Police Department.
- Develop and enhance local, state, and federal partnerships.
- Develop and maintain effective working relationships with the City Manager, the Mayor and City Council, heads of other departments, representatives of outside agencies, and the public.
- Manage and allocate government resources optimally.



## ESSENTIAL KNOWLEDGE, SKILLS AND ABILITIES

Comprehensive and broad knowledge of the principles, practices, methods and equipment employed in modern police administration; comprehensive knowledge of the principles and accepted practices and procedures of police science, organization and operation; comprehensive knowledge of the use of all police records and their application to the solution of police problems; comprehensive knowledge of the standards by which the quality of police service is evaluated; demonstrated ability to command the respect of officers and to assign, direct and supervise their work; ability to establish and maintain collaborative working relationships with other city departments and with the public; ability to express ideas clearly and effectively, both orally and in writing; and the ability to prepare and supervise the preparation of clear, accurate and comprehensive recommendations and reports.

## REQUIREMENTS

**Minimum:** Four-year college degree; at least two years as a Deputy Chief of Police or equivalent; strong administrative, managerial, leadership and communication skills; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

**Preferred:** Master's Degree and/or demonstration of continued professional development, graduation from the FBI National Academy or similar program. Broad police command experience throughout the various units in a Police Department; significant experience working with other government departments and other public safety entities.

## SALARY & BENEFITS

Salary range is \$150,000 to \$180,265; dependent upon the qualifications and experience of the selected candidate. In addition, benefits are provided which include: annual leave, holidays, and sick leave; a retirement plan, health insurance, dental plan, life insurance, and long-term disability insurance and optional deferred compensation (ICMA), credit union membership, sick leave bank, and an employee assistance program.



## APPLICATION PROCESS

The International Association of Chiefs of Police is assisting in the search process. To apply, submit résumé and letter of interest via email to [search@theiacp.org](mailto:search@theiacp.org). Please include “Alexandria Executive Search” in the subject line.

**Application Deadline: October 14, 2016**

