



City of Jacksonville Beach, Florida Police Chief



THE CITY OF JACKSONVILLE BEACH, FLORIDA IS SEEKING A
POLICE CHIEF

OPENING FEBRUARY 15, 2019
CLOSING MARCH 15, 2019

The Community

Jacksonville Beach is located on the Atlantic Ocean, east of Jacksonville, Florida. It is bordered by the City of Neptune Beach to the north and Ponte Vedra Beach to the south and the Intra-Coastal Waterway to the west. The City occupies 8.06 square miles with a population of 23,500.

The City is governed by a seven member City Council. The City Council appoints a City Manager to head administrative functions and direct City operations. The Police Chief works under the direction of the City Manager.

The City employs a staff of approximately 480 employees, including full-time and seasonal employees, and provides the full array of municipal services, including electric, water, sewer, fire, police, sanitation, and recreation.

Recreational services include an 18-hole golf course, tennis facility, skate park and nature preserves. The City is also the host to many festivals including the Jazz Series, annual Fourth of July fireworks and a bi-annual air show featuring the Blue Angels.

Due to its world-class beaches, recreational activities and available parking, Jacksonville Beach is the primary beach destination for the Jacksonville metropolitan area. As a result, the population of the City can substantially increase on weekends and holidays.



The Police Department

The Jacksonville Beach Police Department is accredited by the National Commission on Accreditation for Law Enforcement Agencies. It is a full-service police department with a budget of \$10.6 million and employs over 100 personnel, with 67 full-time sworn officers, 23 full-time civilian personnel and 12 part-time civilian personnel. Services include Animal Control, Detective Division, Services Division, Patrol Division, Crime Scene Unit, Parking Services, and Dispatch.

The Police Department established a Citizens Police Academy in 1998, and currently has over 1,000 graduates. These graduates, along with the members of the Citizens on Patrol program, logged over 11,000 hours of volunteer service to the community in 2018.

Members of the Jacksonville Beach Police Department subscribe to values

that the department believes are essential to accomplishing its mission. Those values include Compassion, Dependability, High Moral Character, Initiative, Integrity, Professionalism, and Self Improvement.



The Ideal Candidate

The City of Jacksonville Beach is looking for a strong leader who is able to demonstrate characteristics of professionalism, through prior experience, the skills and abilities described below.

Strategic Leadership

The new Police Chief will be responsible for setting the tone and vision for the Department, building on the work of the prior Chief and working to ensure that it is translated into day-to-day actions. The Chief will ensure a linkage between the strategic direction and the operational and administrative functions. Modeling leadership behaviors and instilling confidence in stakeholders and employees will be an important aspect of the Chief's job.

Organizational Leadership

The Police Chief, along with other department directors, is a high profile position within the City's leadership. All directors function as leaders for the greater good of the organization and community, not just their department. Directors are expected to collaborate, both across department lines and vertically within the organization to

help resolve community issues or progress organizational initiatives. Directors are role models for the entire organization, demonstrating characteristics of professionalism, integrity, support and empathy. The new Chief is expected to be an active member of this leadership team, to earn the trust and respect of his/her fellow directors and to provide the same in return.

Budget and Financial Management

The new Police Chief will work closely with the City Manager to identify, discuss and implement budget priorities. The Chief will be responsible for managing the budget to meet goals and adjust budgetary priorities when needed to meet these goals. The Chief will be expected to explore opportunities for unique and creative sources of financial assistance.

Operational Readiness/Emergency Action

A key aspect of the Police Chief's role is ensuring that the Department is positioned to respond to/handle a range of law enforcement activities such as patrol, investigations, security, etc., and other emergency situations such as natural and man-made disasters. Unique concerns such as gang-related activity and an influx of seasonal visitors may need special attention from the Chief, as situations arise and opportunities present themselves. Further, the Chief is expected to respond to major incidents and provide support to Commanders as needed at the incident, as well as during the investigative activities.

The Chief may be required to coordinate and collaborate across both private and public agencies in order to accomplish the operational aspects of the job. From time-to-time, interaction with the press may be necessary, but

this it is not considered a key role for the Chief.

Community Relations

The new Police Chief will be expected to have a prominent presence within the community, including both the business and citizen groups and the community at large. The new Chief will need to seek out opportunities to interact with the community on an informal and/or formal basis, e.g., attending neighborhood meetings, implementing community outreach programs, such as community policing, prevention programs, etc. This presence should be evident during emergency and non-emergency situations. Further, the Chief must balance the needs of different constituencies within the community to ensure effective police services are provided to all.

The Chief will serve as a role model for the Department in interacting with the community, guiding the staff in this process, and ensuring community relations are effectively addressed at all levels and will establish favorable public relations.

Team Leadership

The Police Chief should encourage open and honest discussions with employees about ways to improve the police department and the services it provides and should ensure employees understand their input is valued. The Chief will interact with command staff on a regular basis to guide, develop, and inform. As part of this leadership, the Chief will ensure his/her leadership team manages others in a manner consistent with the Departmental goals, tone and vision. It is important therefore, for the Chief to actively encourage communication and sharing of ideas among the leadership team.

Government Relations

The Police Chief must work within a City Manager/Mayor/Council form of government. Therefore, the Chief must work closely with the City Manager, keeping him informed and up-to-date on Departmental activity. While interactions may occur with the Council and/or Mayor, the major line of communication and interaction is within the context of working with the City Manager. The City Manager is responsible for serving as the main point of contact with the Mayor and City Council.

Managerial Stewardship

The Police Chief is expected to be the manager of the department, able to respond to issues on a wide range of topics such as Human Resources, legal, union, disciplinary process, etc., ensuring that policy and practice are in sync and that the Department is meeting its goals and objectives. The new Chief must develop and maintain an effective working relationship with the union, but does not actively participate in negotiations.

Experience

The Chief will communicate effectively both in writing and verbally within the department, with City officials and with community members.

The Chief will have experience working through the accreditation process with a recognized law enforcement agency.

The Chief will have good technological skills and experience working with social media.

Experience working within a City Manager/City Council form of government is preferred.



Candidate Qualification Criteria

The Police Chief will have at least 10 years of law enforcement experience with at least 5 years of experience as a Police Chief or at the command level in a similarly urbanized jurisdiction. Progressive supervisory and management experience with a broad range of operational experience may be considered in lieu of command level experience.

Possession of a valid Florida Driver's License required or the ability to obtain one.

Residency within the City limits is not required but is preferred.

Education

Graduation from an accredited college or university with a bachelor's degree in Law Enforcement, Criminology, Public Administration, or a related field or any equivalent combination of education and experience.

Preference will be considered for applicants who graduated from the, the FBI National Academy, the Florida Department of Law Enforcement's Executive Leadership, Southern Police Institute's Administrative Officers course and/or other comparable courses.

Florida Law Enforcement Certification or the ability to acquire one within 180 days.

Physical Demands

The candidate will be required to undergo a physical and psychological exam, if selected.

Salary Range

The salary range is \$75,000 to \$121,600 dependent upon education/experience.

Benefits

Competitive benefits package available that includes:

- ❖ Defined Benefit Pension Plan
- ❖ Deferred Compensation Plan
- ❖ City paid Health, Dental, and Life Insurance
- ❖ Flexible Spending Account
- ❖ Sick and Vacation
- ❖ Nine Paid Holidays
- ❖ Tuition Reimbursement
- ❖ Wellness Program
- ❖ Employee Assistance Program
- ❖ Professional Development and Training Opportunities

Application Process and Deadline

The Florida Police Chiefs Association STARS Executive Search Program is assisting in the search process.

To apply, please forward a cover letter and resume to:

The Florida Police Chiefs STARS Program via email at stars@fpca.com no later than March 15, 2019.





THE CITY OF JACKSONVILLE BEACH IS AN EQUAL OPPORTUNITY EMPLOYER AND ASSURES FAIR TREATMENT OF APPLICANTS AND EMPLOYEES IN ALL ASPECTS OF PERSONNEL ADMINISTRATION WITHOUT REGARD TO POLITICAL AFFILIATION, RACE, NATIONAL ORIGIN, AGE, SEX, RELIGIOUS AFFILIATIONS, MARITAL STATUS, MENTAL OR PHYSICAL DISABILITY, GENDER, SEXUAL ORIENTATION, VETERAN STATUS OR ANY OTHER PROTECTED CLASS UNDER STATE AND FEDERAL LAWS WITH PROPER REGARD FOR THEIR PRIVACY AND CONSTITUTIONAL RIGHTS AS CITIZENS.

11 North Third Street – Jacksonville Beach, Florida 32250 - <http://www.jacksonvillebeach.org/government/departments/police>