



# Recruitment Announcement Pelham, Alabama

## Chief of Police



### Application Requirements

The successful candidate must have a 4-year degree in criminal justice, psychology, business or other related field. A relevant Master's degree is preferred.

A minimum of 5 years as a Police Chief in a similarly-sized jurisdiction or as a high level commander/administrator is required. The candidate must show progressive supervisory/management experience with a range of operational and administrative roles. Experience should include leadership responsibility in various management functions, such as HR, legal, discipline, hiring and budget. Attendance at a command level training academy is preferred.

### Compensation and Benefits

Salary range is \$116,499 to \$135,055 DOQ. Pelham also offers comprehensive medical and dental benefits and public employee Retirement System of Alabama (RSA) contributions.

### We're not interested in ordinary

Things are happening in Pelham. Our focus is moving from a reactive city to one in which careful planning and strategic operational excellence are the norm. We are proud of our police department and the relationship it has with our community. We are looking for a visionary police chief, who is able to enthusiastically embrace challenges and opportunities for improvement. The successful candidate will be an adept communicator capable of negotiating and resolving internal and external conflicts as well as a highly skilled developer of talent who can ensure the department moves forward to meet the future in an industry that faces new challenges everyday.

Our next Chief will be able to skillfully, yet relentlessly drive decisions forward and embrace change when needed. The successful candidate will have a demonstrated advocacy for the use of metrics and performance outcomes when analyzing problems and making decisions. Finally, the successful candidate will be able to easily navigate within the department and community demonstrating the use of his/her interpersonal skills to develop and maintain effective relationships.

### We are proud of our city

Pelham is nestled in the beautiful foothills of the Appalachian Mountains, centrally located about 15 miles from downtown Birmingham in northern Shelby, Alabama's fastest growing county. We are a thriving community committed to providing a healthy and active lifestyle for our 24,000 residents and hundreds of thousands of annual visitors, most of whom are visiting Alabama's largest 10,000 acre state park, Oak Mountain. Development is HOT in Pelham right now as is evidenced by two recent contracts totaling \$70 million. Our citizens enjoy a safe city with beautiful neighborhoods and an excellent school district.



## PELHAM, ALABAMA

*Safety ~ Honesty ~ Transparency*

### Major responsibilities include the following:

- Works under the direction of the Mayor and the City Manager and is responsible for managing the daily operations of the Police Department.
- Benchmarks department against best practices in law enforcement to develop and implement policies, procedures and effective community policing techniques consistent with all applicable laws.
- Employs intelligence-led policing strategies to determine the most effective and efficient use of resources to achieve the department mission.
- Prepares and manages the department budget.
- Coordinates law enforcement services with other agencies regarding new programs, special department activities and shared services.
- Serves others as a positive and encouraging energetic leader.
- Keeps the Mayor, City Manager and City Council apprised of changes impacting city safety and best policing practices.

### The Department by the numbers

**73** sworn officers

**\$9.5 million** department budget

**14** dispatchers

Send cover letter, resume & salary requirements to  
Tracy Hill

[thill@pelhamalabama.gov](mailto:thill@pelhamalabama.gov)

Resumes will be accepted through September 16, 2019

## Divisions and Specialty Units

### Patrol

- Traffic Operations
- Emergency Services
- K-9 Unit
- Evidence Technicians
- SROs
- Code Enforcement
- Bike Patrol
- Training

### Criminal Investigations

- General Investigations
- Narcotics Investigations

### Communication and Records

- Police/ Fire Dispatch Center
- Records Office

### Administrative Services

- Information Technology
- Court Services
- Department Training
- Uniforms and Equipment
- Community Relations