

City of La Vergne, TN

Police Chief

A nationwide search is underway to attract highly qualified candidates to lead the City of La Vergne, Tennessee Police Department. The Police Department has been a part of the City of La Vergne since its incorporation in 1972. As of 2023, the Department is made up of 93 total budgeted positions (71 sworn), including the Police Chief, Deputy Police Chief, Captain, Lieutenants (5), and Sergeants (10). The Department also has Detectives (6), a narcotics unit, K-9 teams (4), and additional support staff. Non-sworn staff members are responsible for specialized and highly-skilled telecommunications and radio communications associated with a Public Safety Communications Center and an Enhanced 911 (E-911) Public Safety Answering Point (PSAP). The current budget for the Department is \$10 million. Due to the recent police department misconduct investigation, the successful candidate will face elevated scrutiny and oversight on all aspects of operating the Department. Understanding the Department's need for clear, unwavering leadership, morals, and ethics will be a necessary attribute in the next Police Chief. The ideal candidate will be a reform-minded leader who is well-versed in community-oriented policing and problem-solving and has a proven reputation for being accessible and transparent. This is a tremendous opportunity to reassure the community, and the Police Department, of police integrity and accountability and have a renewed focus going forward.

The education and experience guidelines for consideration in this Police Chief selection process include:

- **Education:** Graduation from an accredited college or university with a bachelor's degree in a law enforcement related subject, or equivalent experience. Master's degree is preferred.
- **Experience:** 10 years of broad and extensive supervisory experience in municipal police work, including 5 years at the command level. While Tennessee experience is a plus, highly qualified applicants with Executive/Command level experience in a culturally diverse urban environment are strongly encouraged to submit a resume with credentials for consideration.
- **Executive Level Training:** Completion of FBI National Academy or other recognized Executive Leadership training is a plus.

The salary range for this position is \$134,738 to \$151,580. An excellent benefits package will be offered including a fully funded medical, dental, and vision package for the selected candidate and their dependents as well as a retirement match up to 8%. Moving and relocation allowance may be negotiated with the top candidate.

Interested candidates should apply by submitting a compelling cover letter and comprehensive resume to apply@ralphandersen.com by **Monday, June 5, 2023**. Confidential inquiries and questions regarding this career opportunity should be directed to Ms. Heather Renschler, Project Director or Chief Daniel Hahn (ret.), Co-Project Director at (916) 630-4900. Alternatively, an initial discussion may be scheduled with a member of the Search Team by sending an email to scheduling@ralphandersen.com.

Detailed brochure available at: www.ralphandersen.com/jobs/police-chief-la-vergne-tn/.