



City of Bexley, Ohio



invites your interest in the position of

Police Chief

Recruitment Services Provided by Ralph Andersen & Associates

An Outstanding Opportunity

A national search is underway to attract the next Police Chief to lead the City of Bexley Police Department (BPD) in Ohio with the highest level of professionalism, integrity, empathy, transparency, and accountability. This leader will understand the various community policing models and implement strategies that help reduce crime and violence while ensuring a culture of equitable and principled policing that meets the community's service needs.

Recent events around the country have underscored the need for, and importance of, lasting collaborative relationships between police and the community. The City of Bexley's Mayor and leadership are eager to pursue meaningful, evidence-based solutions that enhance both community trust and public safety. The successful candidate will have the opportunity to engage with Bexley's many neighborhoods, from its youth to its senior population, and will be committed to building trust among all residents.

The City seeks a proven community-minded leader with recognized communication skills, the utmost integrity in ethical standards, and a commitment to transparency who will thrive as the leader of this dynamic organization. Top candidates will have a stellar public safety career with experience successfully managing organizational changes and advancing collaboratively crafted, comprehensive reforms as typified by those recommended by the President's 21st Century Policing Task Force.



Mission Statement

The Mission of the City of Bexley is to provide outstanding city services, support, planning, and communication to the residents, businesses, and organizations of Bexley in order to:

- ❖ Ensure safe homes and safe neighborhoods
- ❖ Provide reliable and well-maintained infrastructure and city utilities
- ❖ Offer engaging, meaningful, and relevant recreational opportunities
- ❖ Cultivate an environment conducive to the success of businesses and educational institutions, and
- ❖ Protect, preserve, and enhance Bexley's natural and developed environment.

Vision Statement

Our vision is a Bexley that is a top-tier community of extremely high quality and excellence that:

- ❖ Is centered on families of all kinds
- ❖ Is known for its excellent educational institutions, opportunities for learning, and recreational facilities
- ❖ Has safe homes and safe streets
- ❖ Has an outstanding outdoor, walkable and bikeable environment
- ❖ Encourages a high standard of architecture, streetscape, greenspace, and overall built environment
- ❖ Is a source of pride in terms of heritage, history, and contemporary relevance
- ❖ Is adaptable for the future, while maintaining classic strengths
- ❖ Has financial self-determination and sustainability
- ❖ Is collaborative and interdependent with surrounding communities
- ❖ Has a welcoming business climate that supports vibrant and successful business corridors including Main Street, North Cassady Avenue, and Livingston Avenue.

About Bexley, Ohio

The Village of Bexley was incorporated in 1908, and is located just east of downtown Columbus, Ohio.

Today, Bexley has a population of over 14,000 residents, with over 4,000 households in the City. It is geographically compact, located within a 2.5 square mile footprint bounded by Alum Creek to the west, Gould Road to the east, Delmar Drive to the north, and Livingston Avenue to the south.

A first-ring suburb of Columbus, Bexley is known for its historic and close-knit neighborhoods, highly ranked public school system, classic and walkable Main Street environment, prestigious private schools within its borders, and status as the home of Capital University. Bexley is the home to the Ohio Governor's residence; The Ohio State University President's residence, and has a wide diversity of housing stock and demographic strata. It is the first City arboretum in the world, and has an active focus on environmental sustainability, walkability, and preservation of natural environments.

With its relatively small geographic footprint, Bexley leadership believes in the importance of building strong relationships with neighboring communities, and providing a welcoming environment to residents and visitors alike.



The City of Bexley Governance

The Mayor serves as the Chief Executive Officer, safety director, and director of development for the City of Bexley. As well as overseeing day-to-day operations at the City and supervising City personnel, the Mayor is also tasked by the City's charter with creating and implementing the City's strategic plan. With a total staff of 89 full-time employees, the City's 2022 budget is \$18.5 million. The Mayor appoints the Police Chief, who is responsible for all day-to-day operations of the Bexley Police Department.

The Bexley Police Department

The mission of the Bexley Police Department's core beliefs are:

- ❖ **FAIRNESS:** The fair and impartial treatment of others. Adapting to each new circumstance with professionalism and common sense.
- ❖ **INTEGRITY:** The honest and ethical performance of our duties. The acceptance of full accountability for our actions. Doing the right thing, the right way, at the right time.
- ❖ **RESPECT:** Respect for the law and respect for the human dignity of all people.
- ❖ **EMPATHY:** The importance of seeing things from the other person's point of view. The ability to be sensitive to the feelings of the people we serve.

The Bexley Police Department is represented by the Fraternal Order of Police (FOP), Ohio Labor Council, Incorporated. There are 32 sworn officers and 6 FTE professional support staff for a total allocation of 38. The Department is funded with an annual budget of over \$5.8 million.

Mission Statement

We, the men, and women of the Bexley Police Department, are dedicated to the following as our mission:

- ❖ Enhancing the quality of life by working with agencies and individuals to provide a safe, friendly, secure community.
- ❖ Treating all persons we encounter with dignity and respect.
- ❖ Maintaining high professional and ethical standards in the performance of our duties.
- ❖ Reducing fear of crime by maintaining order and peace in the community.
- ❖ Enforcing the laws of the United States, State of Ohio, and City of Bexley in a fair, impartial manner without violating the constitutional rights of any citizen.

Vision Statement

The Bexley Police Department will continue to be an organization that operates in a cohesive, team-oriented fashion to provide service to the community.

Officers and employees will be well educated and well trained. We will be an accredited agency that operates in a facility designed specifically to support a law enforcement operation.

The Department and the community will maintain a positive relationship that is based on openness and trust. Department operations will be enhanced by the expanded use of available technology.

Our bottom line will continue to be the quality of service that we provide. Our measure of success will continue to be the satisfaction of our customers.

Police Chief

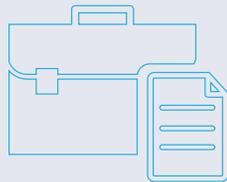
The Police Chief serves as the Chief Executive Officer of the Police Department and is directly responsible for the administration, efficiency, and general conduct of all Department community policing, law enforcement, and holistic crime prevention activities. Additional responsibilities include policy development, program planning, fiscal management, and administration/operation of the three Department subdivisions. The Chief is expected to lead with integrity, have exceptional communication skills, and work closely with and under the guidance of the Mayor.

Specific responsibilities include:

- ❖ Formulates, implements, and communicates Department mission and vision statements, rules of conduct, directives, policies, and procedures aligned with the mission and vision of the Mayor and City leadership to govern and lead the activities of the Department;
- ❖ Directs the preparation, review, and update of long-range and strategic plans;
- ❖ Develops and implements plans to increase diversity to ensure that the Department's workforce reflects the community and surrounding communities;
- ❖ Actively engages with Department personnel, residents, community group members, businesses, and non-profit leaders to build rapport, cooperation, and open lines of communication;
- ❖ Directs, supervises, and evaluates assigned staff; handles employee concerns and problems; directs work, counsels, disciplines, and completes performance appraisals;
- ❖ Confers with City officials and residents on issues related to policing operations and policies and assists with the development of municipal ordinances;
- ❖ Assists and coordinates with other governmental law enforcement and private agencies to maximize mutual aid and promote the effectiveness of the criminal justice system in the region;
- ❖ Mentors and coaches the staff, modeling exemplary professional policing;
- ❖ Monitors overtime usage and maintains adherence to the established budget;
- ❖ Recommends priorities for capital improvement projects and major equipment purchases;
- ❖ Works closely with the Jewish community to identify and support security needs for Bexley's synagogues and places of learning;
- ❖ Acts as a spokesperson for the Department for critical events; provides media with information at news conferences and uses social media and other means to promote awareness and provide transparency;
- ❖ Reviews data, reports, analysis, and other materials to manage risks and deter threats;

Specific responsibilities include *continued*:

- ❖ Creates and implements a staffing plan for the assignment of personnel throughout the organization designed to address current crime trends, improve the safety and quality of life of the residents of Bexley, and respond to emergencies and events;
- ❖ Ensures Department training programs meet State requirements and the needs of all personnel: by teaching superior officer safety tactics, using the latest best practices and techniques, emphasizing constitutional policing, and through the proper and efficient use of equipment and technology; and
- ❖ Responds to emergency situations when on or off duty; leads in times of crisis; takes command at major events when necessary or ensures proper authority is delegated to on-scene incident commanders.



PD BUDGET
\$5.8 MILLION



32 SWORN OFFICERS
6 FTES PROFESSIONAL STAFF

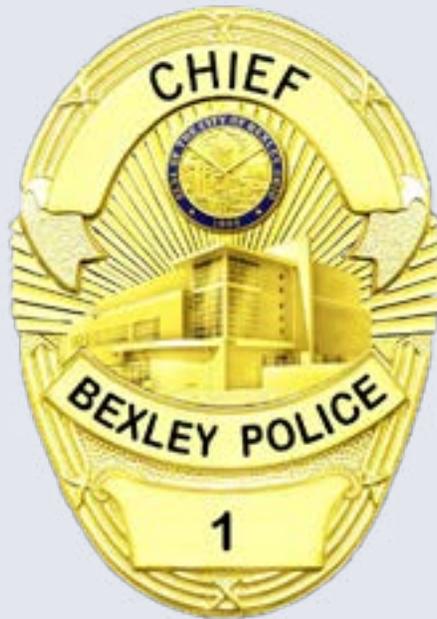


14,000
INDIVIDUALS SERVED



The Ideal Candidate

The next Police Chief will be well-versed in community-oriented policing and problem solving, have a proven reputation for being accessible and transparent, and build partnerships between the Department and the community to address crime and quality of life challenges. They will be a communicative, confident, collaborative, and decisive leader with proven cultural sensitivity and competency, political acumen, good judgment, astute self-awareness, strong professional presence, and an inspiring demeanor to move the Department forward. The ideal candidate will be a reform-minded leader who conveys an effective command presence and has outstanding people and management skills. The ideal candidate will be capable of inspiring trust and confidence in all of Bexley's diverse communities and earning the respect and confidence of both sworn and civilian employees. Lastly, the next Police Chief will be expected to work collaboratively with the FOP and other City departments.



The Ideal Candidate *continued*

The ideal candidate will:

- ❖ Display a demonstrated commitment to community-oriented policing and problem solving, staff development, and morale-building to set a positive tone within the Department;
- ❖ Possess a passion for public service and public safety as well as positive futures for all Bexley residents;
- ❖ Exhibit exceptional leadership and people skills; the ability to work with and establish relationships with a wide range of stakeholder groups, strategic partners, elected officials, colleagues, and the media;
- ❖ Be an active participant in important community events and forums, able to comfortably interact and communicate across a spectrum of backgrounds and perspectives, and be eager to spend time in both formal and informal settings to better understand the needs of the community and surrounding communities;
- ❖ Have a depth of patrol or other active service experience from which to draw, as well as a willingness to perform role-appropriate policing activities such as light bike patrol, business community check-ins, etc.
- ❖ Have demonstrated the ability to hold others accountable to values characterized by a commitment to integrity, honesty, transparency, humility, proactivity, innovation, equity, compassion, service excellence, and responsive leadership;
- ❖ Have strong cultural competency and a respect for principals of diversity, equity, and inclusion, with a demonstrated commitment to equitably serving, recruiting minority candidates, and working with all spectrums of multi-racial, multi-cultural, multi-religious, and socioeconomically diverse communities;
- ❖ Exhibit outstanding communication skills; be hands-on, open, and receptive to working with people to create and sustain an environment of trust and respect;
- ❖ Possess the ability to be politically and technologically savvy and have the ability to receive constructive criticism; and
- ❖ Demonstrate the ability to make decisions based on facts and merit, and to utilize metrics to analyze the efficacy of programs and projects.

Challenges and Opportunities

- ❖ Build a rapport with community members across all spectrums, and demonstrate core community policing concerns by being responsive to community groups and stakeholders and developing new and impactful community programs and initiatives;
- ❖ Work with the community and the Department to begin to craft strategic priorities and a strategic plan/vision, and begin to focus on the guiding principles of such a plan;
- ❖ Examine Departmental policy/procedure/practice with an eye to craft policies that better reflect BPD practice and aspirational practice; and
- ❖ Provide accessible/open and confidence-building environment for officers to improve morale and help them flourish in their positions.



Education and Experience

Education and Experience – The Chief shall have graduated from a four-year college or university with a Bachelor’s degree and at least 5 years of supervisory experience with a police department and the necessary knowledge, skills, and abilities for the efficient and effective operation of the department.

OPOTA Certification Required – The selected candidate will be required to successfully complete all Ohio Peace Officer Training Academy certification requirements within the first year of employment. Peace officers from other states may be eligible for reciprocity/credit for previous training that can be applied to Ohio’s peace officer requirements.

Desirable Residency – Upon hire, residency within the corporate limits of the City of Bexley is highly desired but not required.

Final Selection and Appointment – The Mayor will identify the final candidate for appointment based on a combination of education, experience, and credentials that best fit the needs of the City of Bexley.



Compensation and Benefits

A competitive compensation package with excellent benefits will be offered for this executive position.

The Selection Process



Interested candidates may apply by sending their resume, cover letter, and six professional references to Ralph Andersen & Associates via apply@ralphandersen.com.

Candidates are requested to submit materials prior to **Friday, May 27, 2022**. Candidates may be asked to complete a series of written responses for further evaluation and presentation and submit a summary of career accomplishments as part of the final steps of the selection process. Ideally, the selected candidate will join the City of Bexley at a mutually agreed upon date.

Interested individuals should be aware that Ralph Andersen & Associates will work closely with the City throughout this process to fully ensure confidentiality possible. References will not be contacted until mutual interest has been established. If you have questions or would like to discuss this opportunity further, please call Mr. Robert Burg at (916) 630-4900.

Notice: In accordance with Ohio law, all applications and resumes for public positions are a matter of public record and will be disclosed to the media or public upon proper request. Serious candidates are encouraged to discuss their interest with the Search Firm, Ralph Andersen & Associates, in advance of submitting their qualifications. Should you have any questions, please call Robert Burg to schedule a confidential telephone appointment to discuss this career opportunity.

The City of Bexley is an equal opportunity employer and encourages all qualified individuals to apply for this exceptional career opportunity.

bexley.org