



**CHIEF OF POLICE  
Mt. Lebanon, PA**

**Mt. Lebanon, PA** is seeking an exceptional police leader to be their next Chief of Police. The Municipality desires a visionary, progressive, forward-thinking leader with a demonstrated commitment to community engagement and collaborative team building with a history of ethical decision-making and effective management. Mt. Lebanon is a municipality with [home rule status](#) in [Allegheny County](#), PA. The population was 34,075 per the [2020 census](#).

The Municipality operates under the Commission-Manager form of government with the Municipal Manager having oversight for daily operations. The Municipality employs approximately 155 people in 10 departments with a net budget of \$56.7 million.

**DESCRIPTION**

The Chief of Police is responsible for overseeing the Mt. Lebanon Police Department with 58 full-time employees, 46 of whom are sworn police officers. The department has seven different units including patrol, traffic, investigations, records, community outreach, animal control and parking.

The Chief serves as a strategic partner with the Municipal Manager's Office to establish goals and objectives focused on the safety and security of the community. The Chief is responsible for overseeing the development and implementation of policies, programs, and practices that best serve the needs of the citizens of Mt. Lebanon.

**CANDIDATE PROFILE**

The ideal candidate will be a highly experienced, innovative, and engaging law enforcement professional who will embrace and cultivate a culture of continual improvement, community engagement and inclusion. An example of such engagement is the program Coffee with a Cop. This program brings together community and police in an informal setting. Community members are able to meet their police officers and engage in conversations regarding any community issues. The ideal Chief will continue to foster such relationships and seek to expand the Department's community connections, balancing law enforcement and community engagement, being comfortable in both roles.

The community is seeking a collaborative, accountable leader with proven executive experience, strong interpersonal skills, and a core belief in service to the community. The candidate must be an effective communicator who will continue to build upon the organizational climate and morale as well as maintain the high standards that exist within the Department. The ideal Chief will be a proactive individual with a strong work ethic who will anticipate challenges, recommend innovative solutions, and deliver positive outcomes.

**Competitive candidates will possess the following attributes:**

- Proven track record of success in a comparable community and a demonstrable commitment to equity and inclusion.
- Firm grasp of municipal law enforcement methods and the willingness to adapt to evolving standards and practices in accordance with community needs and expectations.
- Ability to develop and maintain positive relationships with elected officials, business and community leaders, advisory boards, the news media, and the general public.

- Exceptional communicator with the ability to inspire credibility and public trust and interact respectfully with citizens from all backgrounds.
- Ability to negotiate agreements and/or reach consensus among diverse interests.
- Respected mentor skilled in identifying, developing, and collaborating with high-quality staff to achieve effective and efficient service delivery.
- Ability to attract and retain a diverse staff of sworn and civilian employees that reflects the community.
- Leads as a positive role model for customer service, ethical behavior, transparency, dispute resolution, and problem-solving, fostering a culture that values and respects all members of the team and the community.

#### **PRIMARY RESPONSIBILITIES**

- Ensures the department provides courteous and expedient customer service to the general public and Municipal department staff.
- Advises and assists crime victims, the general public, subordinates, or others in law enforcement with understanding and developing policy or procedures governing Municipal responses to emergency management, community policing, crime control, prevention, and other matters of mutual concern.
- Coordinates municipal law enforcement activities with those of other agencies; establishes and maintains mutually productive working relationships with residents, community/business groups, and other criminal justice organizations.
- Selects department employees; plans and organizes work; develops and establishes work methods and standards; conducts or directs staff training and development; maintains effective department discipline and morale; reviews and evaluates employee performance; executes disciplinary action.
- Develops and submits the budget for the Police Department; originates and implements organization and staffing patterns to effectively address operational needs.
- Maintains high visibility and accessibility to the community to achieve positive interaction and understanding; represents the Municipality, or delegates such authority, in relations with the community, local, state, and federal agencies, and professional organizations.

#### **QUALIFICATIONS**

- Bachelor's degree in police science, criminal justice, sociology, psychology, public administration or a similar field. Master's degree preferred.
- Minimum of fifteen (15) years of law enforcement experience and five (5) years of progressively responsible supervisory and leadership experience in a command level position of Lieutenant or higher rank in a similar sized agency.
- Act 120 Municipal Officer Certified or able to obtain certification within 6 six months of hire.
- Professional training such as the FBI National Academy, Southern Police Institute, Senior Management Institute for Police, Northwestern Center for Public Safety, or similar within a reasonable amount of time from hire date.

#### **SALARY & BENEFITS**

The position offers a highly competitive salary. The salary range is up \$132,820 dependent upon qualifications. The Municipality of Mt. Lebanon offers a comprehensive benefits package including exceptional health, dental, and vision insurance, paid time off, group life insurance, participation in a defined benefit pension plan and much more! Residency in Mt. Lebanon is preferred but not required.

However, the chief of police will have to reside within a distance of 25 air miles from the Public Safety Building within the first year of employment.

Mt. Lebanon is an Equal Opportunity Employer (EOE) and values diversity at all levels of the workforce.

Well qualified individuals are invited to apply by submitting a resume, a cover letter, and contact information for at least five (5) professional references to [www.GovHRjobs.com](http://www.GovHRjobs.com). Questions can be addressed to the attention of Jon Fehlman, Vice President, GovHR USA, [jfehlman@govhrusa.com](mailto:jfehlman@govhrusa.com). 630 Dundee Road, Suite 225, Northbrook, IL 60062. Telephone: 615.692.9264. This position is open until filled. The first review of applications will take place on November 11th, 2022. Applicants are encouraged to submit their application as soon as possible for consideration.