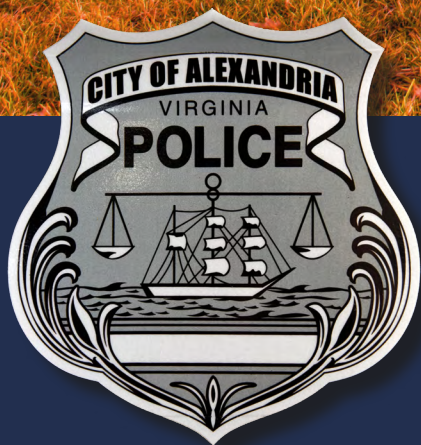


Executive Search: Chief of Police

ALEXANDRIA POLICE DEPARTMENT
CITY OF ALEXANDRIA, VIRGINIA



Chief of Police

Alexandria Police Department

An IACP Executive Search Opportunity

**APPLICATION DEADLINE:
August 1, 2024**

THE OPPORTUNITY

The City of Alexandria, Virginia, is currently seeking candidates for the position of Chief of Police. The candidate will be an innovative, knowledgeable, approachable, and committed leader who can manage the Alexandria Police Department's (APD) continued efforts as a community-oriented policing agency that is committed to its community.



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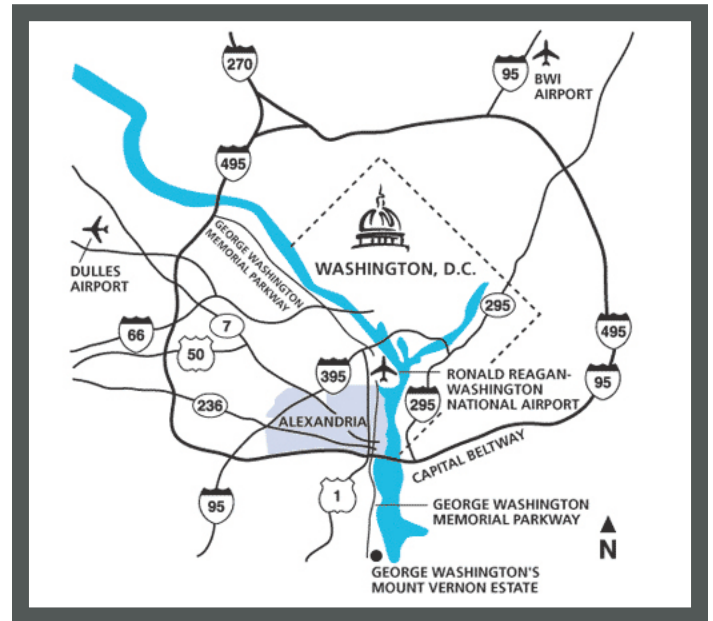
CITY OF ALEXANDRIA, VIRGINIA

Situated in the National Capital Region of the Commonwealth of Virginia and across the Potomac River from Washington, D.C., the City of Alexandria is an independent city with small-town charm and big-city amenities. Nationally recognized for its rich history and preservation of 18th and 19th century architecture, Alexandria is a vibrant community offering a thriving boutique scene; acclaimed, chef-driven restaurants; vibrant arts and culture; and a welcoming, walkable lifestyle.

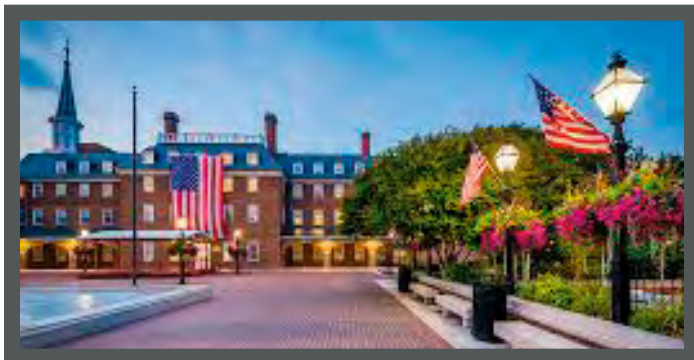
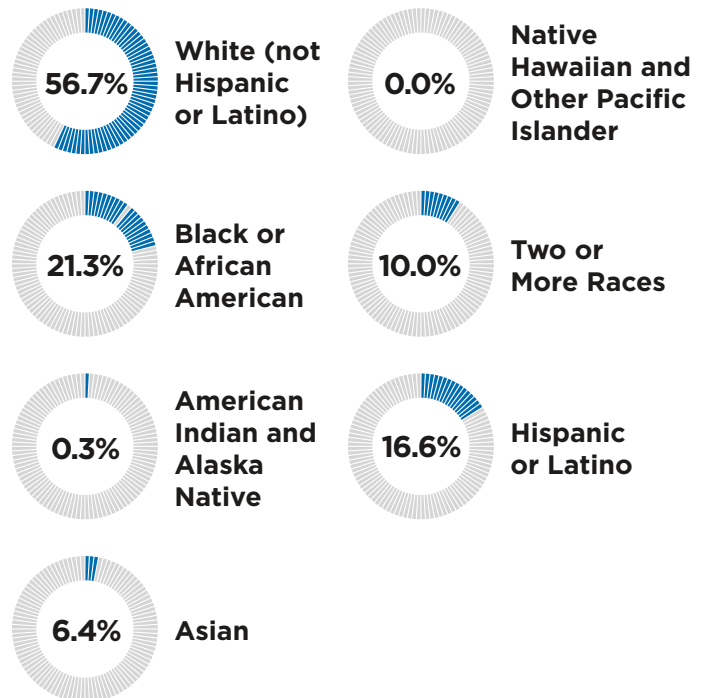
With a population of approximately 158,000, making it the sixth largest city in Virginia, covering 15.5 square miles of land, the population density in the City of Alexandria is 10,677 people per square mile. Of the populace, 6.8% are under the age of 5, 18.1% are under 18 years, and 12.3% are 65 years and over.

Founded in 1749, the City of Alexandria has a fascinating history, and many of its historic buildings are still preserved today. During its long history, Alexandria was a tobacco trading post, one of the ten busiest ports in America, a part of the District of Columbia, home to both the largest slave-trading firm in the country and a large free-black community, a Civil War supply center for Union troops, and a streetcar suburb for federal workers. It is now a thriving and diverse commercial and residential community. Average incomes and education levels are significantly above national and Virginia averages, with 26% of Alexandria residents being foreign born.

The City of Alexandria is home to numerous federal government offices, non-profit organizations, trade associations, and charities. Top employers are the United States Patent and Trademark Office, and the United States Department of Defense. Alexandria is also the headquarters of many entities including the Salvation Army National Corporation, the National Science Foundation, the International Association of Chiefs of Police (IACP), and the National Center for Missing & Exploited Children (NCMEC). Approximately 103,000 people report to work in Alexandria each day, a more than 10% increase since 2014. A thriving and diverse commercial and residential community, Alexandria is a great place to live, work, and visit.



Demographics¹

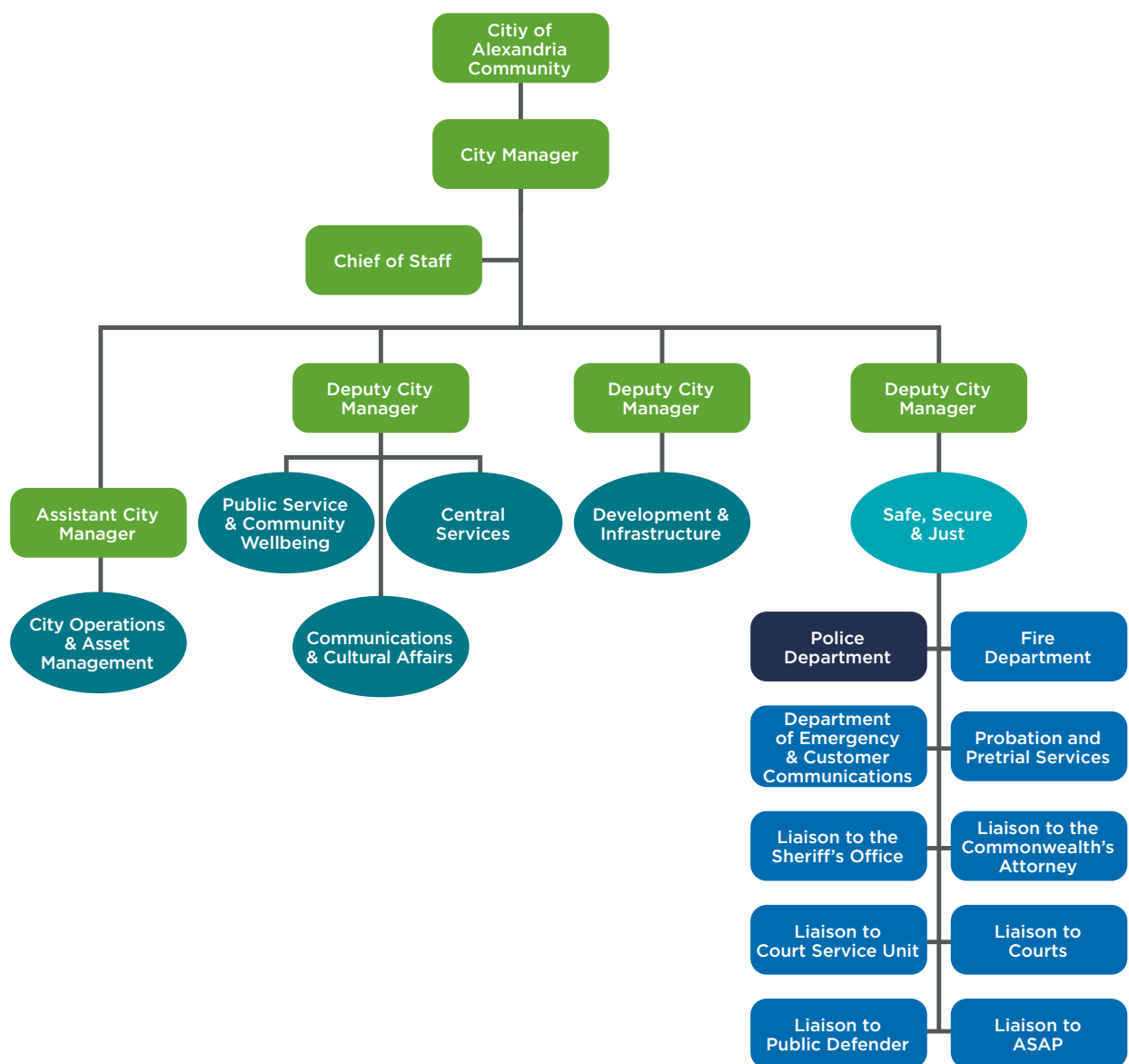


¹ 2022 U.S. Census Bureau

GOVERNING STRUCTURE

As an independent city, the City of Alexandria has no county affiliation and derives its authority from a charter granted by the state legislature. The adoption of a council-manager form of government means legislative authority and responsibility is centralized to the City Council. The City Council features six Council members and a mayor, elected at-large for three-year terms. The mayor is elected on a separate ballot from the other Council members and performs ceremonial functions and presides over Council meetings. The Council member elected with the most votes usually becomes vice mayor and presides in the mayor's absence. The City Council appoints the City Manager, who has administrative authority and responsibility and serves as the City's Chief Executive Officer. Per the Alexandria City Code, the Chief of Police serves at the pleasure of the City Manager.

The City of Alexandria's effective and well-managed government comprises of many agencies and programs that coordinate with each other to help maintain the safety and overall quality of life for those in Alexandria.



ALEXANDRIA POLICE DEPARTMENT

The Alexandria Police Department maintains a modern, technically skilled, and well-equipped police department, with staff that provides courteous, efficient, and timely service to residents, visitors, and businesses. The Department's current authorized strength is 323 sworn and 113.63 civilian employees. The approved FY24 budget for the APD is ~\$73.5 million, with the proposed FY25 budget increasing by 0.3%.

The Department provides robust services to include investigations of crimes, deployment of specially trained units such as canine, motors, parking enforcement, and school crossing guards, and response to emergencies, alarms, reports of crimes, and all calls for service. The APD plans on expanding its community-oriented services, crime analysis, and utilization of emergency technology, which have contributed to relatively low crime rates. APD has been internationally accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA) since 1986 and has continually been reaccredited, receiving its ninth accreditation in July 2020.

In November 2023, the Alexandria City Council members voted unanimously to implement a collective bargaining agreement between the City of Alexandria and the Southern States Police Benevolent Association (SSPBA). This agreement is in effect from July 1, 2023, to June 30, 2026, and includes the formation of a union committee, market-based wage increases, and merit raises tied to performance, specialty pay for positions that require special training or experience, and the creation of a labor-management partnership for training access.

Mission Statement

The mission of the Alexandria Police Department is to provide competent, courteous, professional, and community-oriented police services. We are committed to maintaining and enhancing a strong and productive partnership with the community to continue to prevent crime, enforce laws, maintain order, and improve the quality of life in all of Alexandria's neighborhoods. We are dedicated to protecting life and property while assuring fair and equal treatment to everyone.

Values Statement

Central to the Alexandria Police Department's mission are the values that guide our work and decisions and help us contribute to the quality of life in Alexandria. Our values are characteristics or qualities of worth. They are non-negotiable. Although we may need to balance them, we will never ignore them for the sake of expediency or personal preference. We hold our values constantly before us to teach and remind us, and the community we serve, of our ideals. They are the foundation upon which our policies, goals, and operations are built. In fulfilling our mission, we need the support of citizens, elected representatives, and City officials in order to provide the quality of service our values commit us to providing. We, the women and men of the Alexandria Police Department, value:

HUMAN LIFE. We value human life above all else.

DIGNITY. We value human dignity in all of our interactions with people.

INTEGRITY. We believe integrity is the basis for community trust.

LAWS AND CONSTITUTION. We believe in the principles embodied in our Constitution and we recognize the authority of Federal, State and local laws.

EXCELLENCE. We strive for personal and professional excellence.

ACCOUNTABILITY. We are accountable to each other and to the citizens we serve, who are the source of our authority.

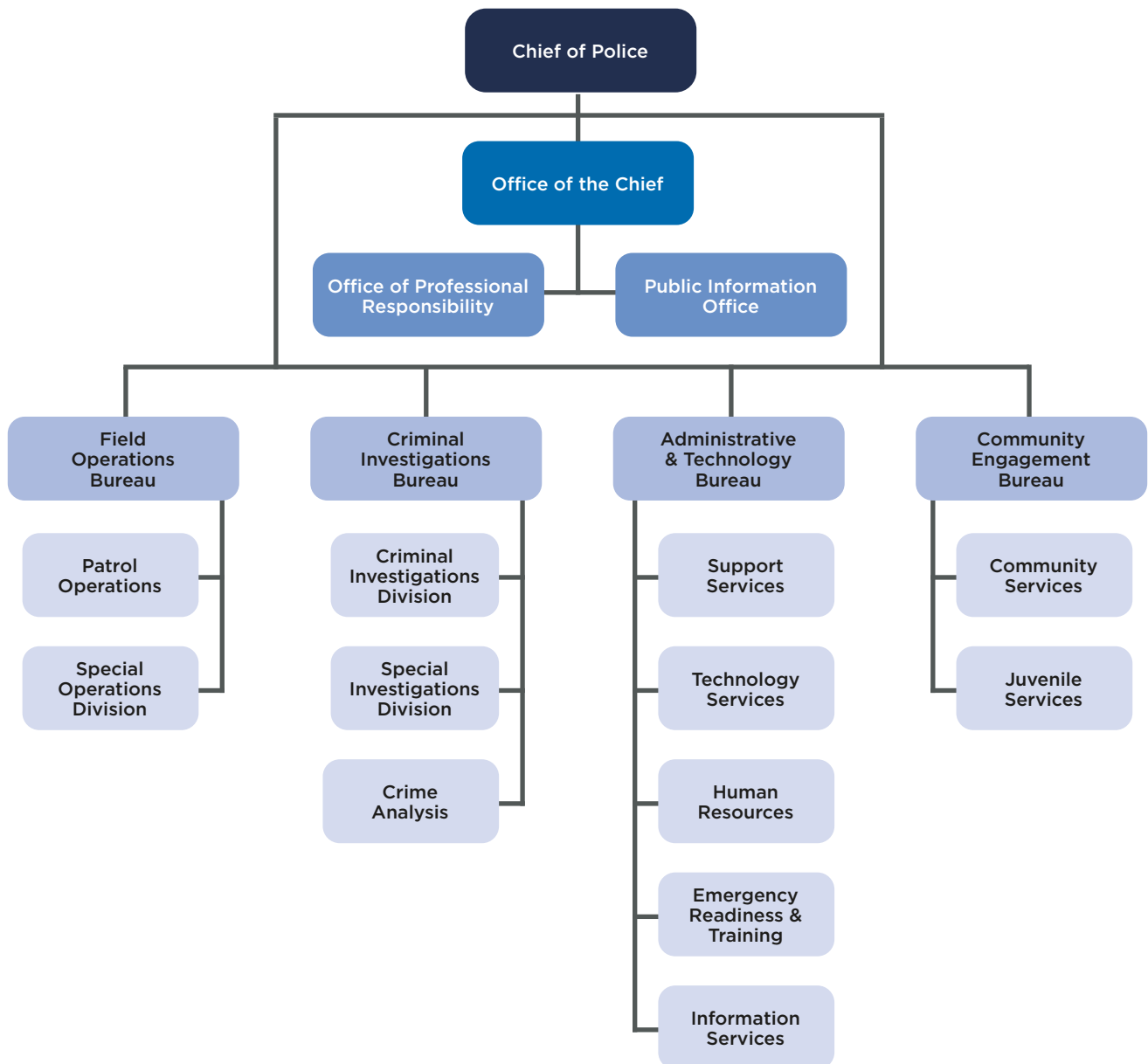
COOPERATION. We believe that cooperation and teamwork will enable us to combine our diverse backgrounds, skills and styles to achieve common goals.

PROBLEM-SOLVING. We are most effective when we help identify and solve community problems.

OURSELVES. We are capable, caring people who are doing important and satisfying work for the citizens of Alexandria.

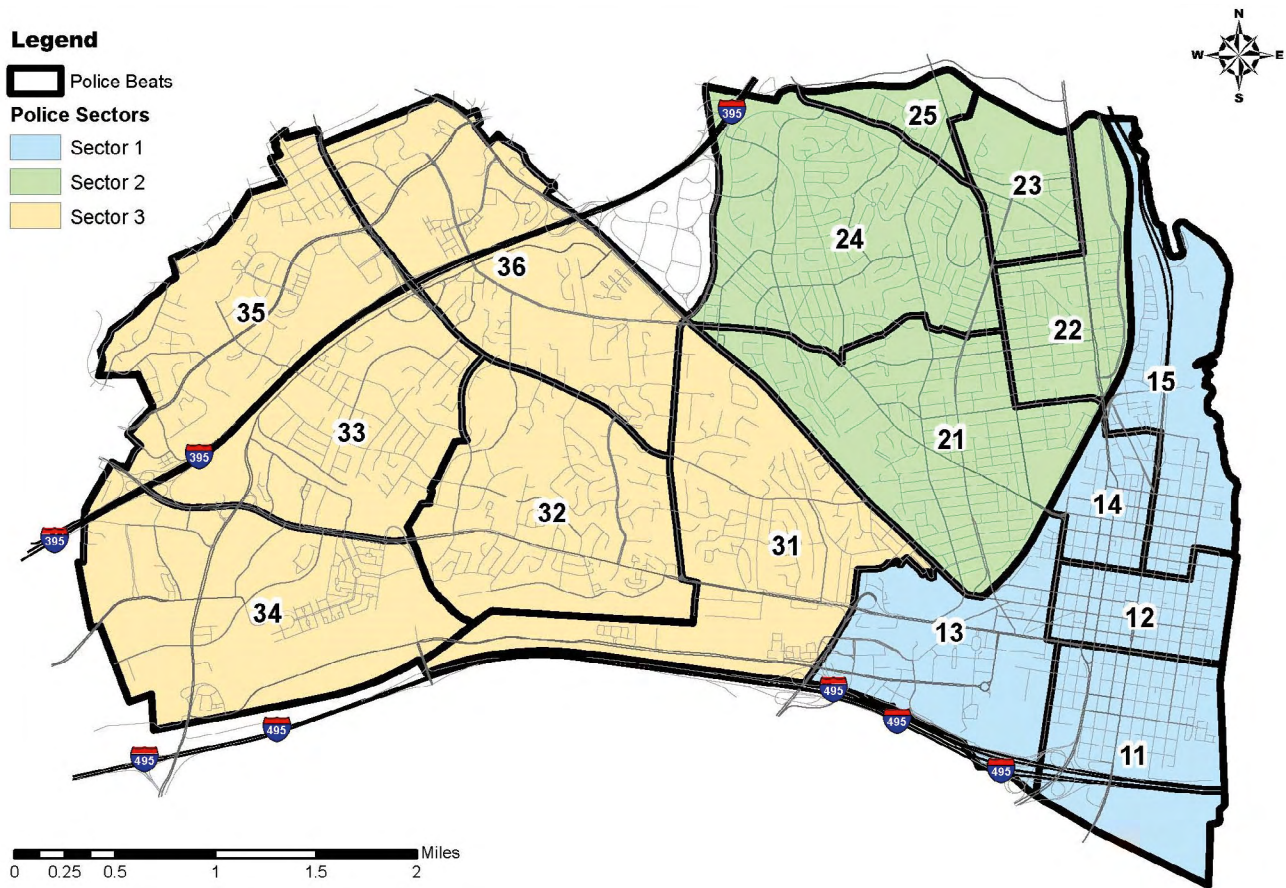
ALEXANDRIA POLICE DEPARTMENT STRUCTURE

The organizational structure of the APD includes four bureaus: Operations, Investigations, Administrative, and Community. Within the patrol bureau, there are four divisions: three patrol sectors and patrol support. For functional purposes, APD separates the city into three sectors, each of which contains several sub-sections, or beats. Sectors 1-3 include the patrol personnel who are responsible for handling calls for service. A captain commands each of these sectors, supported by two lieutenants, with one working days and one working nights.



Legend

-  Police Beats
- Police Sectors**
 -  Sector 1
 -  Sector 2
 -  Sector 3



CRIME PREVENTION

The Crime Prevention efforts of the Alexandria Police Department combine prevention, intervention, and law enforcement in a partnership effort with the community to combat crime. Community policing efforts include community liaisons, neighborhood watch, police youth camp, citizens police academy, and a youth citizen's police academy. Expanding community policing efforts is a priority.

Since 2002, the Alexandria Police Department has provided [searchable online crime data](#) through the City's online crime search engine, allowing those interested to view data across jurisdictional boundaries and view crime for an entire region, neighborhood, or block.

Offense Category	2021	2022	2023	2024*
Larceny	2,406	2,568	3,405	1,118
Stolen Auto	266	312	482	124
Aggravated Assault	242	171	264	79
Burglary	184	158	159	59
Robbery	82	105	141	43
Rape	13	8	7	1
Homicide	2	7	4	0

* As of May 30, 2024

Source: Alexandria Crime and Data

THE CHIEF OF POLICE

As the chief executive officer of the Police Department, the Chief of Police is responsible for the administration and coordination of all police department functions, plus authority and responsibility for the fiscal management of the agency. The Chief of Police, with the approval of the City Manager, appoints all other Police Department employees.

The Chief of Police executes all directives of the City Manager's Office and issues such orders to the Department for proper enforcement. The Chief of Police organizes, directs, and controls all resources of the Department to preserve the peace; protect persons and property; and observe and enforce all ordinances of Alexandria City, the laws of the Commonwealth of Virginia, and the laws of the United States.

The next Chief of Police will be charged with charting the path forward to address the following:

- **Community Engagement:** Building strong relationships with the community to foster trust and cooperation with residents and businesses. Developing interactive police initiatives to encourage officers to connect with citizens and address their concerns.
- **Accountability and Transparency:** Establishing accountability in police operations and transparent communication to meet the high expectations of the Alexandria Police Department. Understand the importance and value of civilian oversight and work together to solve problems.
- **Collaborative Partnerships:** Working with other law enforcement agencies, social service organizations, community groups, and non-traditional partners to address the root causes of crime and solve quality of life issues. Utilizing these partnerships and leveraging

their resources throughout the community.

- **Diversity and Inclusion:** Promoting diversity within the police department to help officers understand various cultures and better serve the community. Expand the atmosphere of trust, reduce bias, and ensure the workforce reflects the diversity of the community it serves.
- **Strategic Planning:** Developing a strategic and mission-driven vision based on the acute needs of the department, the community, and national leading practices. Effectively articulating the plan and establishing the metrics for how it is to be accomplished.
- **Training and Education:** Enhancing the training and professional development of officers to develop leadership within the department. Generating ongoing opportunities aimed at empowering officers to handle complex situations with skills and sensitivity.
- **Safety and Wellness:** Commitment to maintaining a culture of open communication to enhance officer and staff health, morale, well-being, and safety. Reinforce initiatives geared towards improving the capacity to prepare for, recover from, and adapt to the stress and adversity of the job.



A successful candidate will demonstrate the following key attributes or experience:

- Demonstrated understanding of and/or experience efficiently working with labor unions to include experience at collective bargaining.
- Ability to be an adaptable, responsive, and accessible leader and build leadership capacity within the department through mentoring, coaching, and succession planning.
- Demonstrated understanding and/or prior experience working with a civilian review panel and supporting its initiatives to enhance public trust in law enforcement.
- Track record of working with diverse populations and interest groups and integrating community input into the planning and implementation of police services.
- Capacity to collaborate with mental health organizations and experts to implement strategies aimed at enhancing mental health awareness and ensure the Police Department is effectively responding to mental health crises in the community.
- Be effective in using data-driven methods and community-oriented policing to reduce crime and inform deployment of personnel and resource initiatives.
- Strengthening relationships with the community through officer interactions beyond law enforcement functions.
- Working with community groups to include the community in crime prevention efforts and attention to reducing crime involving youth offenders.
- Administrative, budgetary, and strategic management skills to direct a sophisticated police agency and meet the high expectations of the Police Department.
- An ability to utilize national and international leading practices to identify and assess needed changes in the department and create organizational policies to address those needs.
- An understanding of how the training academy shapes the department culture and develop a recruitment and retention plan to increase diversity and foreign language ability.
- Establish and maintain positive internal relationships within the department and external relationships with government stakeholders and the community of Alexandria.
- Capacity to utilize experience and knowledge of national and state accreditation processes to ensure the Department maintains its accredited status.
- A personal and professional history reflecting high standards of integrity and humility.



CANDIDATE QUALIFICATIONS

Minimum Qualifications

Required Education and Experience

- Bachelor's degree in criminal justice, public administration, or related field OR completion of two years of post-graduate work from an accredited college or university on Public Administration, Police Administration, or related field plus five years as a captain or above.
- Seven to nine years of leadership experience in similar sized law enforcement agency, with at least two years as a Deputy Chief of Police or equivalent experience.
- Track record of working effectively in a culturally and ethnically diverse community.
- Strong administrative, managerial, leadership, and communication skills.

Or any equivalent combination of experience and training which provides the required knowledge, skills, and abilities will be considered.

Required Licenses or Certifications

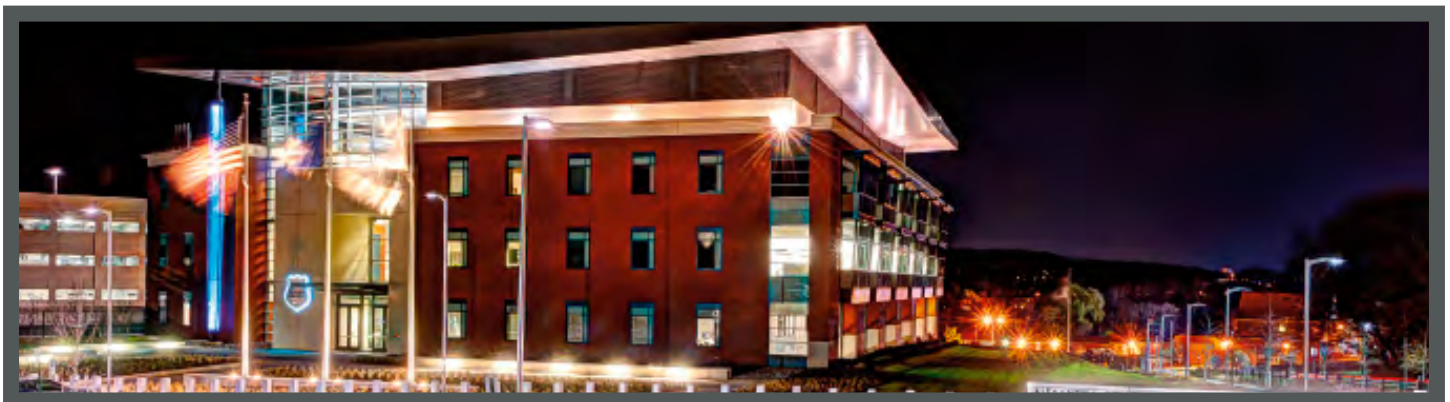
- Maintain, or be able to obtain, certification as a Law Enforcement officer by the Virginia Department of Criminal Justice Services
- Possession of a valid driver's license
- Certification in firearms proficiency

Desired Qualifications

- Master's degree from an accredited college or university.
- Demonstration of ongoing professional development, such as graduation from a nationally recognized police management or leadership program.
- Advanced training such as the FBI National Executive Institute, FBI National Academy, or the Police Executive Research Forum's Senior Management Institute for Police.
- Advanced training in relationship-based and/or community-based policing.
- Broad police command experience with significant experience working with other government departments and other public safety entities.
- The ability to speak another language, particularly Spanish, Amharic, or Arabic.

SALARY AND BENEFITS

The hiring range is anticipated to be \$130,188 - \$233,143 per year, commensurate with qualifications and experience, plus a comprehensive benefits package that includes coverage under the Virginia Retirement System (VRS). Additional information on the City of Alexandria's wide range of employee benefits can be found [here](#).



HOW TO APPLY

The International Association of Chiefs of Police (IACP) is assisting with the search process. Interested applicants should submit their resume and cover letter to AlexandriaPoliceChief@theIACP.org. Please include “Alexandria Police Chief Search” in the subject line.

Deadline to apply is **August 1, 2024**.

EEO/VET/AA/DIS/SO/GI



CREDIT: HOVER SOLUTIONS FOR VISIT ALEXANDRIA



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