THE CITY OF GREENBELT, MARYLAND
SEEKS A HIGHLY MOTIVATED, EXPERIENCED AND COMMUNITY-ORIENTED POLICE PROFESSIONAL TO SERVE AS ITS NEXT...

CHIEF OF POLICE

THE COMMUNITY

GREENBELT COMMUNITY PLEDGE
The strength of Greenbelt is diverse people living together in a spirit of cooperation. We celebrate people of many cultures, faiths, and races living together. By sharing together all are enriched. We pledge to foster a community which is respectful, safe, and fair for all people.

The City of Greenbelt (est. population 23,909) is a dynamic, multicultural community located in Prince George’s County, adjacent to College Park and Berwyn Heights, and about 17 miles from Washington, D.C. and 27 miles from Baltimore. Greenbelt is unique and known widely as a public cooperative community founded in the New Deal era. Greenbelt is an inclusive community and the Greenbelt Community Pledge is a commitment to a city known for community, cooperation, and culture.

Contained within today's Greenbelt is the historic, planned community now known locally as "Old Greenbelt" and designated as the Greenbelt Historic District. “Old Greenbelt” still includes a cooperative grocery store and a cooperative newspaper, staffed by volunteers. Greenbelt Park, a unit of the National Park System is in Greenbelt, and the USDA Beltsville Agricultural Campus and NASA’s Goddard Space Flight Center are adjacent to the community. The University of Maryland and Doctors Hospital are located a few minutes away.

Two major highways pass through and have interchanges in Greenbelt, the Capital Beltway (I-95/I-495) and the National Park Service's Baltimore-Washington Parkway (Route 295). Metrorail service from Washington, D.C., serves Greenbelt Metro Station, the northern terminus of the system’s Green Line. Commuter rail service is provided by MARC's Camden Line between Washington and Baltimore. Baltimore-Washington Thurgood Marshall International, Ronald Reagan National, and Dulles International Airports all serve the region.

The most recent Census data reflects the rich diversity of Greenbelt, with 47 percent of residents African American, 30 percent White, 14 percent Hispanic or Latino of any race and 10 percent Asian. The gender makeup of the city was 46.7% male and 53.3% female. The median income for a household in the city was $46,328, and the median income for a family was $55,671. The per capita income for the city was $25,236. About 6.0% of families and 10.2% of the population were below the poverty line, including 12.7% of those under age 18 and 7.2% of those age 65 or over.

There are a variety of housing opportunities within Greenbelt’s 6.3 square miles, ranging from single family residences, cooperative housing, townhouses, condominiums and a number of multi-family apartment complexes, including a 3,000-unit complex. There is a mix of new construction and historic structures. The proximity to University of Maryland campus and the nation’s capital creates upward pressure on housing prices.
The City of Greenbelt operates under a council-manager government as established by the City Charter. The City Council consists of seven members elected at large. The Council has traditionally chosen the member with the highest vote count to be Mayor and the member with the second-highest vote count as Mayor Pro Tem. Elections are held every two years, in odd-numbered years, and have recently resulted in one new member among long-standing incumbents. The City Council is supported by 15 advisory boards and committees of citizen volunteers. The Council appoints a professional City Manager responsible for supervising government operations and implementing the policies adopted by the Council. The current City Manager has been in place about one year.

For Fiscal Year 2019, the proposed City budget is $29.8 million, supporting total staffing of 229.8 full-time equivalents. The City is heavily invested in community outreach and social services programs to serve community needs.

Greenbelt Police Department (GPD) is a full-service police agency and provides patrol, K-9 patrol, communications, criminal investigations, narcotics investigation, bicycle patrol, crime prevention and school resource officer. Several specially activated units are on hold due to personnel restraints. GPD operates a Police Explorer Post to connect with younger members of the community.

The Community (continued…)

Public education is served by Prince George’s County Schools and a number of private and parochial schools are in Greenbelt or nearby. The nationally recognized Eleanor Roosevelt High School is in Greenbelt, as is a French Immersion School. Greenbelt residents are actively engaged and vocal about their government and have high expectations for municipal services. "Greenbelters" enjoy an eclectic mix of music, art, cultural, environmental, sporting events and festivals ranging from running events, bike rides, and tournaments, to pageants, theatre, concerts, art exhibits, and parades.

Greenbelt actively incorporates sustainability throughout government operations. The City invested in and preserves green space through parks and the cherished Greenbelt Forest Preserve. True to the original town design, parks are plentiful with trails and walkways leading to area lakes and recreation areas.

Greenbelt offers its next Chief of Police professional challenges with outstanding quality of life in a highly advantageous and inviting location.

Additional information about Greenbelt is available at www.greenbeltmd.gov.

The Municipal Organization

Reporting directly to the City Manager, the Chief of Police is a recognized community leader and commands a CALEA-accredited agency of 71.5 members, of which 53 are sworn officers. The proposed budget for the department in FY 2019 is $10.8 million. The vacancy for the Chief position occurred with the 2016 retirement of the previous Chief who served the City over 40 years. The Deputy Chief is serving as Acting Chief of Police. The department has a reputation for effectiveness and innovation and is well regarded by the community and its peer departments.

Divisions and staffing within GPD and their principal functions include Administrative Services, Patrol, Criminal Investigation, K-9, Evidence and Narcotics (participation in a HIDTA Task Force).

Office of the Chief of Police
- Chief, Deputy Chief, Administrative Support, and Accreditation Manager

Patrol Division
- Patrol and Traffic

Administrative Services Bureau
- Public Safety Communications, Records, Alarm Monitoring, Information Technology, Parking Enforcement and Red-light and Speed Camera Administration

Special Operations Bureau
- Criminal Investigations, Background Investigations, K-9 Patrol, Evidence, Narcotics and School Resources.

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Greenbelt Police is committed to providing the highest quality police services while stressing the importance of respect for individual rights and human dignity. The department continually seeks to build and enhance partnerships with the community to improve public safety.
The Chief of Police will be a key member of the City’s management team and will require highly developed technical skills, polished communication and presentation skills, the ability to perform well under pressure, the capacity to meet deadlines, and the ability to develop and maintain credibility and trust with the department and City staff, the public, and cooperating agencies at the local, state, and federal levels. The Chief will operate as a team-oriented member of the City’s executive team and avoid turf battles and competitiveness with peers. The successful candidate will have in-depth knowledge and experience in the management of municipal police departments, especially those providing a high level of community engagement and advanced crime prevention practices. An in-depth appreciation for the 21st Century Report on Policing and its implications for municipal departments is essential. The ideal candidate will have significant operational experience in the various ranks of a police department as his/her career has progressed. The Chief will be comfortable in a diverse and involved community and be able to communicate with residents in a cordial and non-defensive manner.

As the chief executive of GPD, the Chief will manage its personnel, budget, programs and activities with an eye for continuous improvement to meet the needs of a rapidly developing community within a complex, urban environment. A strong and visionary style of leadership, both engaging and personable, emphasizing the needs of the Department’s internal and external customers, is essential. The Chief must be willing to make tough, even unpopular, decisions that benefit the organization, maximize its human and equipment resources, and provide best possible services to the residents and businesses the department protects. Other characteristics and traits sought in the next Chief of Police include operating as a decisive leader willing to collaborate with staff while remaining responsible and accountable for the final decision.

The successful candidate must have a commitment to mentoring, training, staff development and involvement, while valuing employee input into decisions and developing the leadership for tomorrow’s Department. The Chief will have a high degree of visibility in the Department and community, both on and off the job. The successful candidate will have the desire to enter into a long-term relationship with the City and the community. The position requires an active commitment and appropriate level of involvement in professional networking and training to keep GPD fully abreast of applicable equipment, training methods, best practices and technology that will enable the Department to respond to future as well as current service demands. The Chief will be astute politically without engaging in politics and display impeccable character, candor and professional reputation.

CANDIDATE PROFILE

The following is a representative sample of challenges and opportunities for the next Chief of Police and is not intended to be all-inclusive:

**Growth and Development** – Greenbelt will continue to develop and redevelop, and the Chief must be an articulate advocate for adequate resources, to include staffing, facilities, fleet, equipment and technology within available resources. The new Chief must remain aware of development patterns and demographics as they evolve and affect departmental operations.

**Internal Relationships and Communications** – The new Chief will endeavor to communicate on an equitable and timely basis with sworn and non-sworn members of GPD at all levels and will exhibit a management and leadership style that engenders trust and followership on the part of subordinate staff. The Chief will develop and maintain a cordial and productive relationship with the Fraternal Order of Police lodge.

**Recruitment and Retention** – A priority for GPD is the recruitment and retention of highly skilled and professional officers and non-sworn staff at all levels. With Greenbelt’s proximity to the nation’s capital, there is intense competition for experienced officers from federal, state and local law enforcement agencies within the region.

**Community Relationships** – The Chief will engage the community on an active level, with an eye for building bridges with underserved and underrepresented segments. He/she will be exemplary as an ambassador for the City and GPD. The next Chief will need to recognize the diverse needs of residents and visitors. Greenbelt is home to growing African, Asian, Caribbean, and Latino populations. Building trust and demonstrating empathy with diverse communities will be essential.

**Interlocal Agreements** – The new Chief must be comfortable in working with other agencies in a mutually dependent and cooperative environment. The Chief must maintain successful partnerships while ensuring that Greenbelt’s interests are protected.

**Training and Staff Development** – The department is committed to a high level of training for its personnel at all levels. The Chief will assess internal strengths and gaps in experience and develop strategies to effectively address skills development and succession planning. The Chief will ensure that institutional knowledge and experience is preserved as experienced officers retire and place a high priority on succession planning.
EDUCATION AND EXPERIENCE

A minimum of a Bachelor’s degree from an accredited college or university in criminal justice, business, public administration, or a related discipline is required, with a graduate degree preferred. Candidates should demonstrate knowledge of police department operations and management, public administration of local governments, and knowledge of best practices in the management of municipal police services. Ten years’ police work experience, with 5 years as a lieutenant or higher in a comparable or larger agency or the equivalent is required. Advanced training such as the FBI National Academy, Southern Police Institute or equivalent programs is highly preferred. The selected candidate must be able to gain Peace Officer certification in Maryland, Maryland Police Administrative Certification and a Maryland Driver’s License in a reasonable period of time. While the City has established minimum qualifications for the Chief of Police, the key selection criteria will be a demonstrated record of excellence in the required elements and proficiency levels of the position and may elect to accept substitutions for some of the required education or experience, depending upon the total professional background and credentials of individual candidates.

COMPENSATION AND BENEFITS

The starting salary will be in the low to mid $100,000 range, depending upon the background and qualifications of the successful candidate, plus use of a vehicle or vehicle allowance. The City has a highly competitive benefits program including a Pension System, 401 plan, health, dental and life insurance, short-term and long-term disability, paid vacation and sick leave. Working conditions within the City are outstanding and Greenbelt offers its residents a high quality of life. Relocation assistance is negotiable for the successful candidate. Residence in Greenbelt is highly preferred but not required.

APPLICATION AND SELECTION PROCESS

Qualified candidates please submit your resume online by visiting our website at https://springsted-waters.recruitmenthome.com/postings/1923. This position is open until filled; however, interested applicants are strongly encouraged to apply not later than May 21, 2018. Following the first review date, resumes will be screened against criteria outlined in this brochure. Final interviews in Greenbelt will be offered by the City Manager to those candidates named as finalists, with reference checks, background checks and academic verifications conducted after receiving candidates’ permission. For more information please contact Chuck Rohre at crohre@springsted.com or by calling 214.466.2436.

The City of Greenbelt is an Equal Opportunity Employer and values diversity at all levels of its workforce. Applicants selected as finalists for this position will be subject to a criminal history/credit/driver’s license check prior to the interview.