

CITY OF LARGO, FLORIDA

NOW SEEKING

CHIEF OF POLICE



Are you a forward-thinking, collaborative public safety leader ready to shape the future of policing in a dynamic and growing community? Do you excel at aligning operations, people, and technology to deliver high-quality, responsive, and data-informed police services? Are you committed to building trust, supporting team member well-being, and optimizing resources to meet evolving community needs?

Join the City of Largo as our next Police Chief and lead a department ready for continued growth and innovation- advancing modern policing strategies, elevating operational excellence, and strengthening community partnerships to support a thriving and sustainable future.

HIRING SALARY: \$175,000 - \$185,000 DOE/DOQ



Your Community of Choice in Tampa Bay!

We are seeking an exceptional, forward-thinking leader who will:

- Set and execute a clear strategic vision, aligning policing services with community priorities, organizational goals, and long-term sustainability.
- Lead and optimize police operations, ensuring effective deployment, modernized practices, and high-quality service delivery that is responsive and data-informed.
- Cultivate and inspire a high-performing team, fostering a culture of trust, accountability, wellness, and continuous improvement through strong leadership, communication, and professional development.
- Advance innovation and modernization in policing, leveraging technology, data, and alternative service delivery models to enhance efficiency, improve outcomes, and strengthen community trust.

ABOUT OUR COMMUNITY



Largo, Florida, is the fourth largest city in Tampa Bay with approximately 83,000 residents located in the heart of Pinellas County, which is known for its family-friendly neighborhoods, welcoming community, and forward-thinking local government. Largo offers the feel of a tight-knit town with the amenities of a metropolitan area. A hub for recreation, healthcare, and professional services, the city is also home to over 3,000 employers and an award-winning municipal organization.

Located just minutes from world-renowned Gulf Coast beaches - including Clearwater Beach and Caladesi Island - Largo offers endless opportunities for boating, fishing, and enjoying Florida's signature sunshine (with an average of 361 sunny days per year!) The city features more than 20 parks, a state-of-the-art performing arts center, and a growing downtown district anchored by the mixed-use City Hall redevelopment project, Horizon West Bay.

Largo's roots date back to its founding in 1905, originally serving as a citrus farming community. Today, it blends historic charm with modern living through revitalized public spaces, high-quality infrastructure, and a commitment to sustainability and innovation. Its High-Performance Organization (HPO) culture and strategic focus make Largo a standout among Florida cities.

History

Tourism



POPULATION
84K



MEDIAN HOUSEHOLD
INCOME
\$60,465



AVERAGE HOME
VALUE
\$324,558



AVERAGE MONTHLY
RENT
\$1,776

Learn more about our community by visiting Largo.com and searching for current demographics.

HOW WE WORK TOGETHER

Largo has a council-manager form of government that combines the strong political leadership of City Commission with the professional experience of a City Manager. Our elected body is made up of six citizen Commissioners and a Mayor who work together to set policy. The City Manager sets policy and directs day-to-day operations. The organization is made up of approximately 1015 employees that work in over 15 facilities.



Woody Brown
MAYOR



John Curp
CITY MANAGER

HIGH-PERFORMANCE ORGANIZATION

"In our High-Performance Organization, we've seen the transformative power of empowering every team member to contribute meaningfully. By fostering a culture where leadership is not confined to titles but is embraced at every level, we've cultivated a workforce that is resilient, innovative, and deeply committed to serving our community."

- John Curp, City Manager

DEPARTMENTS

- Administration
- Community Development
- Engineering Services
- Environmental Services
- Finance
- Human Resources
- Information Technology
- Largo Fire Rescue
- Largo Police Department
- Largo Public Library
- Public Works
- Recreation, Parks & Arts

MISSION

To provide superior services that inspire community pride.

VISION

To be the community of choice in Tampa Bay!

VALUES

- Collaboration
- Integrity
- Passion
- Creativity

VISION 2030 - STRATEGIC PLAN

In 2025, the Citywide strategic plan was updated with new initiatives, goals and objectives that will carry our organization and community through 2030. This plan reflects community priorities and challenges and advances key organizational excellence initiatives. Departments are working to update their strategic plans to ensure operational alignment.

[View the Plan](#)





THE POSITION

The Police Chief is responsible for the overall direction, operations, and performance of the Largo Police Department. Reporting to the City Manager, the Chief sets the strategic vision for policing, ensuring alignment with the City's priorities, community expectations, and long-term sustainability. This role leads a modern, service-oriented police department focused on operational excellence, accountability, and community trust by:

- Developing and executing a comprehensive public safety strategy aligned with the City's strategic plan and informed by the Police Operational Evaluation.
- Overseeing all police operations and departmental performance.
- Leading, mentoring and inspiring a high-performance workforce.
- Fostering strong internal and regional partnerships.
- Driving innovation and modernization in policing.

[Full Job Description](#)

EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in law enforcement related area
- Ten (10) years of proven experience in law enforcement; five (5) as major or above
- Valid or Ability to Qualify for Police Officer Certification
- Valid driver's license

Preferred:

- Master's degree in a related field
- Attendance at senior management program (e.g. FBI National Academy, SIMP, SPI)
- Track record of continued professional development and strategic leadership

WHAT SUCCESS LOOKS LIKE:

Establish clear, forward-looking direction.

- Implementation of recommendations from the Operational Evaluation to ensure modernization and long-term sustainability.
- Demonstrate meaningful progress in leveraging data & performance metrics to guide decision-making.
- Foster an engaged, motivated, and positive team culture.
- Build & strengthen collaborative relationships across City departments and regionally as a trusted partner in public safety services.





THE POLICE DEPARTMENT

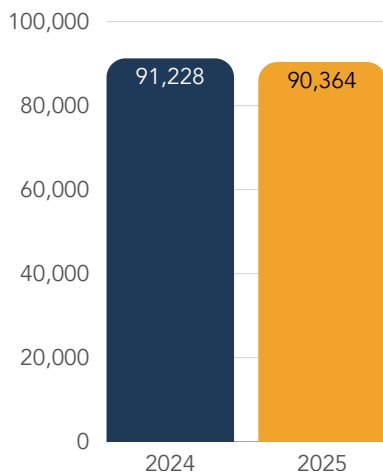
The Largo Police Department is a State and Nationally Accredited agency, achieving these with official distinction. Largo Police holds accreditation with the Commission on Accreditation for Law Enforcement Agencies (CALEA) as a Flagship Agency and Commission for Florida Law Enforcement Agencies (CFLA) at the Excelsior level. To better serve our City and citizens, the Largo Police Department fields a number of specialized units to include:

- SWAT Team
- Tactical Reconnaissance Unit
- Crisis Negotiations Team
- Traffic Safety Unit and Traffic
- Homicide Investigations
- Investigative Services Division
- Special Operations Unit
- K9 Unit
- Problem-Oriented Policing Unit
- Special Incident Response Team (SIRT)
- Volunteers in Policing

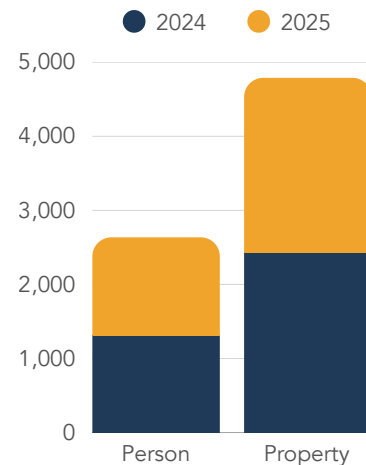
[View the LPD Strategic Plan](#)

KEY POLICE DATA

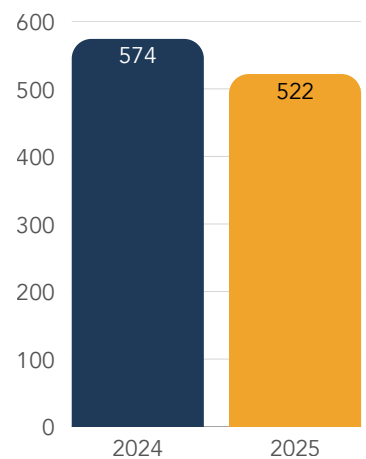
Calls for Service



Crimes Against Persons & Property



Crimes Against Society



ACCREDITATION

The Largo Police Department has been nationally accredited by CALEA since 1988, and earned Excelsior status in 2025.



2026 BUDGET DATA

Personnel	\$32,107,500
Operating	\$4,871,400
Capital	\$4,658,600
Other	\$48,900



219 Full Time Team Members



42.5 Million Department Budget

THE IDEAL CANDIDATE

The ideal candidate is a forward-thinking public safety leader with experience in a High-Performance Organization (HPO) environment. They bring a balanced leadership style, combining strategic vision with strong interpersonal skills - and serve as a highly effective, collaborative member of the City's Executive Leadership Team. With high emotional intelligence, they build trust, communicate transparently, and foster a culture where team members feel valued, supported, and empowered.

This individual is an exceptional relationship builder and consensus-driven leader, adept at working across the organization and with community and regional partners. They excel at aligning diverse perspectives around shared goals and demonstrate a commitment to collaboration, accountability, and continuous improvement.

The successful candidate embraces data-informed decision-making and innovation, leveraging performance metrics, technology, and modern policing strategies to enhance service delivery and outcomes. They are committed to developing high-performing teams, strengthening organizational culture, and positioning the Largo Police Department as a model for effective, community-centered policing.

SALARY AND BENEFITS

Compensation: \$175,000–\$185,000 DOE/DOQ

Health Benefits: Medical, dental, and vision coverage; Health Savings Account (HSA); Flexible Spending Accounts (FSA)

Paid Leave: PTO leave program; 11 paid holidays; 6 weeks paid maternity/paternity leave

Retirement: Defined Contribution 401(a) plan with 8% City match; optional 457(b) and Roth 457(b) plans; public safety pension program

Additional Perks:

- Flexible work arrangements and hybrid scheduling
- Comprehensive wellness program and 24-hour fitness center access
- Tuition reimbursement
- Wellness reimbursements
- Service awards and team member recognition programs
- Relocation expenses may be provided in accordance with City policy

HOW TO APPLY

For additional details, please contact Dominique Vankirk at dvankirk@largo.com or submit your application via our careers page at largo.com/jobs.

[Apply Here](#)

The City of Largo is an Equal Opportunity Employer and provides Veteran Preference in accordance with Florida law. Applicants selected as finalists for this position will be subject to a comprehensive background check, and their application materials may be subject to public disclosure under Florida's Sunshine Laws