



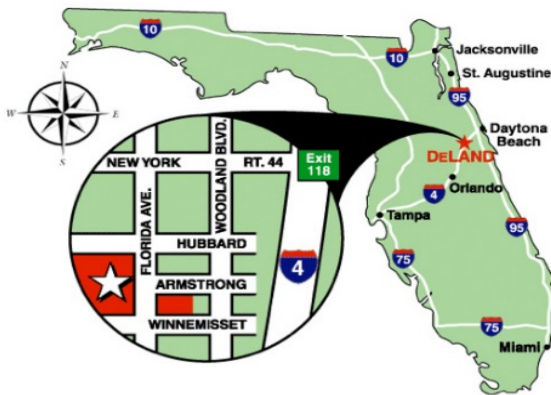
# Job Announcement Chief of Police City of DeLand, FL



## FPCA STARS Executive Search Program

**The City of DeLand is currently seeking a Police Chief to direct its State Accredited Police Department and continue to advance its strong commitment to community policing.**

### Community Profile



DeLand, located in Volusia County, Florida, is one of the state's small town treasures. DeLand is the county seat as well as a college town, with Stetson University's campus classified as a National Historic District. The downtown, lined with notable gift shops and restaurants, has been recognized as a national MainStreet DeLand community. Special events focus on culture and the arts, history, hospitality and lifestyle.

Founded in 1876 by Henry DeLand, the City is proud of its unique heritage and is rich in history and culture. DeLand is a thriving city of 32,000 with a daytime population of 65,000. The City is located only 25 minutes from Daytona Beach and about 40

minutes from Orlando and it delights visitors with all the possibilities and hospitality that a small town can offer.

DeLand is a racially and ethnically diverse community. DeLand's economy is founded on a diverse base that includes tourism, agriculture, education, finance, health care, government, manufacturing, and the DeLand airport.

The City government, businesses and citizens all work together to make DeLand a great place to live.

### City Government

The City of DeLand operates under a Commission/Manager form of government led by a Mayor, and four Commissioners, all elected at-large. Services provided by the City include Police, Fire, Water, Wastewater, Streets and Stormwater, Code Enforcement, Parks and Recreation, Planning and Zoning and an Airport. The current City Manager, Michael Pleus, has held the position since 2008 and has been with the City of DeLand since 2000.

## **DeLand Police Department**

The DeLand Police Department is responsible for community policing and community engagement. The Police Department is accredited by the Commission for Law Enforcement Accreditation. The Department is responsible for public safety including patrol operations, traffic enforcement, criminal investigations, parking enforcement and crime prevention. Additionally, the department is responsible for community outreach, victim advocate services, training, and citizen volunteer programs. Dispatch and a records management system are contracted through a county-wide Communications Center operated by the Volusia County Sheriff's Office.

The department has an annual operating budget of approximately \$8.4 million. The department is comprised of a total budgeted staff of 96 employees which includes 71 sworn officers and 21 non-sworn employees.

Department Mission Statement: We are dedicated to work in partnership with our citizens to improve the quality of life for all.

## **Desired Qualities and Attributes**

### ***The Ideal Candidate...***

Strategic, visionary, motivational, respectful and experienced leader and administrator who is committed to DeLand's community vision including particularly this community's commitments to promote diversity and inclusion, active community engagement and community policing.

### ***A Skillful Leader...***

The ideal candidate for Chief of Police in DeLand is an accomplished manager and director that is transparent and inclusive in major departmental decisions where appropriate. A leader that embraces diversity and is engaged with all facets of the community is desired. The candidate is an open-minded, strategic and innovative thinker with both short and long-range goals and has the ability to clearly articulate expectations, guidelines,

methods and parameters. These stated goals and management systems should be linked to the visions and values of the City as well as the stated mission of the DeLand Police Department. The successful candidate will also have strong intergovernmental relations skills with the ability to work with other city departments and law enforcement agencies in the region. Law enforcement experience within a college town is a plus.

### ***An Effective Communicator...***

It is important that the Chief of Police in DeLand has the ability to maintain and improve solid rapport and trust in all areas of the community and within the Police Department through strong written and oral communication skills. The ideal candidate has the ability to talk to people from diverse backgrounds and the ability to mediate and resolve conflict with impartial consideration and decisiveness. Furthermore, the successful candidate has training and experience with public relations sufficient to handle all aspects of crisis management to include the media.

### ***Community Minded...***

The City is seeking a Police Chief who is dedicated and visible within the community and has the ability to effectively relate face-to-face with community members. The candidate should be able to train and inspire officers to develop strong relationships within all areas of the community and its youth. Notable candidates will have substantial experience initiating and overseeing community engagement, community policing, and crime prevention practices and programs. A desired candidate will recognize the benefit of experienced-based training within the community itself and will be able to demonstrate successful training initiatives that have been implemented by the candidate and have produced positive results. Specific trainings desired include de-escalation, community policing, and community engagement training in diverse communities.

When asked to describe the ideal candidate, the community used the following words: Integrity, Listener, Open-minded, Inspirational, Transparent, Communicator, Facilitator, Care and Concern, Approachable, Experienced, Supportive, Strategic/Visionary, Forward-thinking, Fair Decisive, Clear in their direction, Empowering, Understanding, Interactive, Energetic, Creative/Innovative, Community minded.

## Position Profile

The Police Chief directs and manages all activities of the Police Department. Work involves highly specialized and detailed technical Law Enforcement and Management activities in addition to performing the general and skilled duties of an administrator in the protection of life and property through the enforcement of laws and ordinances. An employee in this class is responsible for developing and administrating the comprehensive program of the Police Department under the general guidance of the City Manager. The position will be vacant due to the retirement of the current Chief after 28 years of dedicated service the City of DeLand with 5 years as Chief of Police.

## Residency Requirement

The Chief of Police must live within the city limits of DeLand within one year.

## Minimum Qualifications

- The candidate must meet qualifications as stated and outlined in Florida Statute 943.13.
- A Bachelor's degree in Criminal Justice, Public Administration or a related field from an accredited institution of higher education affiliated with the Council for Higher Education Accreditation.
- Ten (10) years of progressively responsible work in law enforcement is preferred, of which at least five (5) years' experience is in high-ranking command positions. Experience in comparable sized cities and/or departments is preferred.
- Graduation from the FBI National Academy, Southern Police Institute Administrative Officer's Course, Florida Police Chiefs STARS

Future Chiefs training, Florida Criminal Justice Executive Institute or similar command development course.

- The candidate must possess and maintain a valid Florida driver license or be eligible to obtain one after appointment.
- The candidate must be qualified as eligible to be certified by the State of Florida and certified by the State of Florida Criminal Justice Standards and Training Commission as a Police Officer. For more information, click [here](#).

## Salary and Benefits

The City of DeLand offers a competitive salary and benefits.

The established salary range for this position is \$105,000-\$125,000 DOQ/E.

The City also provides an excellent benefit program including health, dental, vision, life and disability insurance as well as a retirement plan and paid time off.

The Florida Police Chiefs STARS Executive Search Program is assisting in the search process.

## Application Process and Deadline

To apply, please forward a cover letter, resume and salary requirements to The Florida Police Chiefs STARS Program via email at [stars@fpca.com](mailto:stars@fpca.com) no later than February 19, 2017.

Please do not contact the City of DeLand or the DeLand Police Department with inquiries about this position. Direct all inquiries to [stars@fpca.com](mailto:stars@fpca.com).

[www.deland.org](http://www.deland.org)

*Equal Opportunity Employer*

**Application Deadline  
February 19, 2017**