

Inviting applicants for the position of Deputy Police Chief



Mission Statement

The mission of the Powell Police Department is to “safeguard persons and property through preparedness and vigilance. The department holds true to a community policing philosophy. Its members shall continually strive for excellence in service, training, and professional development.”

Core Values

Honesty, integrity, dependability, service to others before self, and a genuine desire to pursue what is right and good make up the core values that guide the Powell men and women in blue every day in service to the Powell community.

Introduction

After the recent promotion of Ron Sallows to the Police Chief, the City of Powell is seeking to fill its Deputy Chief of Police position. The selected applicant will be coming into a Department that has a new FOP contract for 2024 through 2026 that offers enhanced compensation and benefits that focus on retention, recruitment, market competitiveness, and professional development. The City is seeking a law enforcement professional who can work alongside the Chief of Police and with staff to continue improving the strong reputation the Police Department has cultivated with the community.



Community

The City of Powell encompasses a geographic area of approximately six (6) square miles within a major US metropolitan footprint, located 30 minutes north of downtown Columbus. Money Magazine has included the City of Powell as the 18th Best Place to live in the United States. Powell's proximity to the Capital City of City of Columbus, The Ohio State University, the Columbus Zoo and Aquarium, the Memorial Tournament Muirfield Village Golf Club offers an excellent balance between a smaller city's sense of place and access to opportunity and amenities associated with a vibrant, urban, metropolitan center.

Powell provides its residents with the best of both worlds – it is small enough to maintain a level of familiarity and true sense of place, yet still large enough to have the feel, opportunity and amenities associated with a vibrant urban center. Major, class-leading healthcare systems maintain a significant physical presence in the City in the form of the future OSU Wexner Medical Center, the Ohio Health Network, and Mount Carmel. The City provides a full complement of local government services including an extensive parks network, a world-class police department, and comprehensive street and pedestrian thoroughfares.

The City of Powell is a Council-Manager form of local government, and the organization consists of approximately 54 full-time employees. City Departments include a Development Department for Building Services and Planning; a Service Department consisting of parks, roads, and engineering; a Finance Department that encompasses Human Resources, IT, events, and a Police Department. Fire and EMS services are provided by the Liberty Township Fire Department.

Powell's population has grown significantly from 2,100 in 1990 compared to an estimated 14,390 in 2023.



The Police Department

Public safety is of paramount importance to the City of Powell, and the Powell Police Department continually strives to sustain the well-being of the community. The Department received a 99% approval rating from the Citizens of Powell in the recent Community Attitude Survey conducted in 2023.

The Powell Police Department offers an unrivaled sense of safety for its residents and businesses. It consists of twenty-two (22) sworn officers and two (2) civilian employees who respond to complaints, seek out long-term solutions to neighborhood challenges, and ensure the protection and security of area businesses. The Agency focuses on community-oriented policing with patrols, a detective bureau, Safety Town, records management, Citizens Police Academy, self-defense classes, and joint units with the county and state.

The Powell Police Department has been an accredited police agency through the Commission on Accreditation for Law Enforcement Agencies, Inc., (CALEA) since 2002. In 2016, the Police Department went through the Gold Standard assessment and was awarded Advanced Accreditation with Excellence.



The Chief of Police and the Deputy Chief make up the Administrative Division of the Police Department. The Operations Division is composed of three sections: Patrol, Investigations, and Records.



Ideal Candidate

The City of Powell is seeking an experienced law enforcement professional with demonstrated leadership capabilities to serve as its new Deputy Chief of Police. The ideal candidate will be a service-minded individual with excellent communication and interpersonal skills and the ability to listen. The incoming Deputy Chief will have a strong community policing and problem-solving background and a track record of working well with outside agencies.

A candidate who can multitask effectively with a demonstrated ability to accomplish tasks in a timely manner will be ideal. Essential to success in this assignment will be an understanding and value of the needs of the community and the ability to connect with people from all walks of life. The Deputy Chief will exercise initiative and sound independent judgment within general policy guidelines and be capable of establishing and maintaining effective working relationships which garner respect and promote leadership and teamwork with department members, other City employees, and members of the community.

A strong candidate for this position will have knowledge of the police operations, services, and activities of a comprehensive municipal law enforcement program; principles and practices of program development and administration; organizational and management practices; operating budgets, experience with CALEA Accreditation, Report Review and Case Assignments, submitting reports to NIBRS/OIBRS, law enforcement theory, principles, and practices; methods and techniques used in providing the full range of law enforcement and crime prevention services

Selection Process

A complete job description and employment application can be found on the City's website at <https://cityofpowell.us/government/employment-opportunities/>. Qualified candidates should submit a cover letter and resume by 5:00 pm on Monday, April 29, 2024, by e-mail to jnahvi@cityofpowell.us. All candidates will be reviewed based on their experience, education, and credentials. Selected applicants will have a panel interview with selected staff and City leadership with final applicants interviewing with the Chief of Police and City Manager. The selected applicant must pass a thorough background investigation including a pre-employment drug screen, and polygraph examination.



Compensation and Benefits

The starting salary range is \$120,000 - \$135,000. The City of Powell offers a competitive compensation package and an excellent benefits package including medical, dental, and vision insurance effective day one, City contribution to a Health Savings Account (HSA), vacation/personal time/sick leave with prior years of service counting toward earning additional vacation time, participation in Ohio Police and Fire Pension Fund (OP&F) or Public Employees Retirement System (OPERS), Agency paid life insurance policy up to \$100,000, and 13 paid holidays. The Deputy Chief of Police is an exempt, non-union position.

The City of Powell is an E.O.E.