

Police Chief Opening

Union Township, Clermont County, Ohio is seeking the next Chief of Police to lead the Union Township Police Department with the highest level of professionalism, integrity and accountability. The next Chief of Police must be a highly professional, passionate and thoughtful leader with the technical skills necessary to thrive in a demanding environment.

The current Chief of Police is retiring at the end of 2022 and the community is focused on hiring a new Chief that can continue the department's history of excellence as well as bring new and innovative ideas to the community.

Community Profile

Union Township is the center of population and commerce growth in Clermont County and the eastern half of the Greater Cincinnati Metropolitan area. U.S. Census figures report the population of this 9th largest township in the state with a population of nearly 50,000 residents, and the largest school district in the county. Union Township continues to be one of the most livable communities in the Midwest. In addition to a continued pattern of strong, consistent and diverse residential growth and development, Union Township has emerged as a major employment center on the eastern edge of Cincinnati with the continued development and success of the Ivy Pointe Commerce Park, Eastgate Pavilion, Eastgate Crossing and Eastgate South shopping areas. Additionally, Union Township serves as the economic engine for Clermont County, demonstrated by the continuing patterns of redevelopment and investment within the State Route 32 and State Route 125 retail corridors.

Union Township continues to be among the leaders in the region with regard to job creation and new investment because of the welcoming, business-friendly environment fostered by the Board of Trustees. Fully accredited in Police, Fire, Emergency Communications, and Public Works, and home to a first-class park system and nationally recognized Mt. Moriah Cemetery, Union Township excels at providing outstanding service to the nearly 50,000 residents and thousands of employees and businesses that reside here today. Booming residential and commercial development require an infrastructure that is second to none. Through sound and conservative fiscal practice, the Union Township Board of Trustees and Fiscal Officer manage a general fund that shows steady growth each year.

Union Township serves as a natural entrance gateway to Clermont County. Clermont County is in the process of incredible growth and change.

Department Profile

Formed in 1965, the Police Department has grown from its original staff of one part-time officer to a 60-plus member, full service, internationally accredited agency. This growth is due to continued support from the community in passion, time, and support of a dedicated safety services levy. The agency is commanded by the chief executive officer, the Chief of Police, and is functionally divided into command bureaus headed by Lieutenant Officers.

The members of the Union Township Police Department are committed to the principles that define democracy, including the protection of constitutional rights and equal protection under the law. Members of the Union Township Police Department are expected to strive for:

- *Making the maximum contribution to enhance the overall quality of life in Union Township;*
- *Having the courage to always fight injustice;*
- *Dedication to protecting the innocent and aiding those who cannot care for themselves;*
- *Prevention, resistance, and elimination of crime and the fear of crime;*
- *Fostering a relationship of genuine mutual respect with the members of the community;*
- *Achievement of personal and professional excellence;*
- *The ethical, consistent, and equitable exercise of police powers and discretion.*

Since being awarded accredited status by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) in 1993 and reaccredited status since that time, the Union Township Police Department continues to be committed to the accreditation process. The department adheres to international standards for law enforcement agencies, with proof of compliance maintained by the accreditation manager.

Ideal Candidate

The Chief of Police serves as the Chief Executive Officer of the Police Department and is directly responsible for the administration, efficiency and general conduct of all department community policing, law enforcement and crime prevention activities. Additional responsibilities include policy development, program planning, fiscal management, and administration of all subdivisions. This position will directly report to the Township Administrator.

The ideal candidate will have a combination of experience and training that will provide the required knowledge and abilities. This could be through formal education or experience. Candidates should have at least 10 years of progressively responsible experience. Senior command-staff experience of 5 years or more at the chief, assistant chief, captain or lieutenant level is also preferred. The selected candidate must possess currently, or commit to possess Ohio law enforcement certification within six months of appointment if the applicant is currently working out of the State of Ohio.

The ideal candidate will be:

1. An experienced leader who can engage and build trust and confidence with their staff, professional colleagues, fellow department directors and Union Township Officials.
2. A professional with that possesses the skill set necessary to forecast, budget and plan for the law enforcement needs of the community and the capability to effectively communicate those mission and values to employees and members of the community.
3. Possess a thorough understanding of law enforcement practices, technologies, techniques, community-oriented policing and critical incident-management practices and assure training and implementation of the skills necessary for a well-run police agency

4. Able to lead by example and maintain the highest level of professionalism in their demeanor, conduct and have the will to hold others accountable to the same expectations and standards.

Compensation and Benefits

The annual compensation for the Chief of Police will be commensurate with the skills, experience and qualifications of the chosen candidate and will be competitive to the market. Union Township offers a highly competitive benefit offering including significant contributions to health care cost, contributions to Ohio Public Employee Pension System, generous vacation and paid time off system awarded.

Selection

Interested Candidates should apply by January 21, 2023 via electronic submission. Interested Candidates should email a cover letter, comprehensive resume, salary history, and three professional references to Township Administrator, Susan Ayers, at: HumanResources@union-township.oh.us. If you have any questions, or wish to discuss the opportunity further, please contact Susan Ayers at (513)752-1741. Selection Process will commence in an expeditious manner. Chosen candidates will participate in interviews with staff as well as informal meet and greet with members of the public and elected officials.