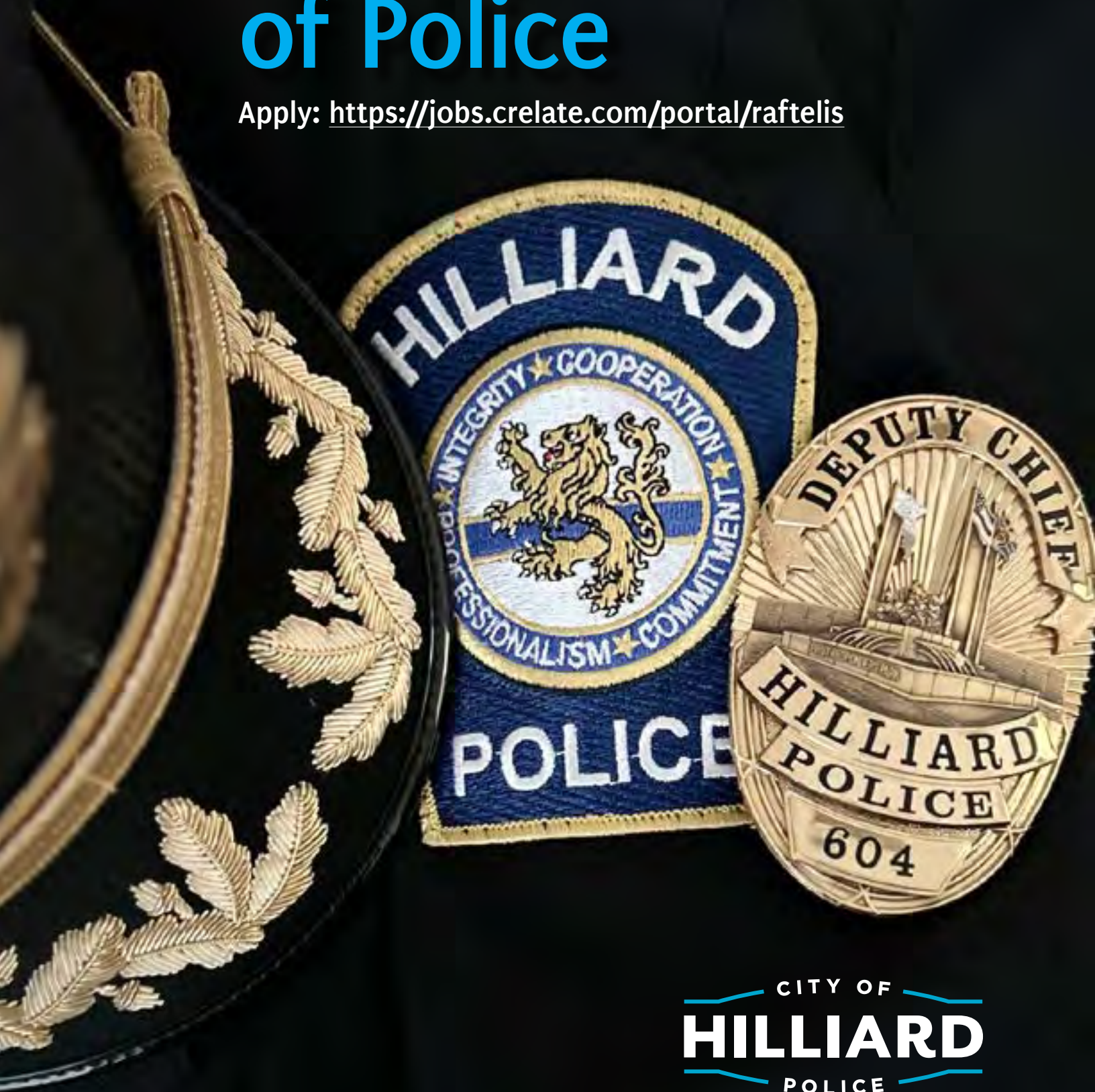



City of Hilliard, Ohio, Position Profile

Deputy Chief of Police

Apply: <https://jobs.crelate.com/portal/raftelis>



CITY OF
HILLIARD
POLICE



Members of the Hilliard Division of Police must exemplify the core values of integrity, commitment, cooperation, and professionalism.

The City of Hilliard, Ohio, is seeking a Deputy Chief of Police. Reporting directly to Police Chief Michael Woods, the Deputy Chief of Police will lead Bureau Commanders while overseeing operational tasks, including investigations and patrol oversight, managing policy review and training alignment, fostering community and Council relationships, representing the Department at ceremonies and business meetings, and assisting in the direction of fiscal operations.

The ideal candidate will have progressive experience in law enforcement leadership, exhibit a strong commitment to community policing, and demonstrated success working as part of a collaborative citywide team of dedicated public servants.

The City of Hilliard's Promise

In Hilliard, our team of passionate public servants comes to work each day exhibiting **Hilliard's Promise** with every action we take. We believe and exemplify the following as part of this promise to each other and our community:

- **A Heart for Service** that results in **Exceptional Service from Exceptional People**.
- **Strength in Teamwork** that results in **One Team Delivering Bold Results**.
- **A Drive for Excellence** that results in **Quality and Innovation in All We Do**.

Everything we do as a City is designed to improve the lives of the people living and working here.

We work to ensure Hilliard is safe, healthy, vibrant, and welcoming because our ultimate goal is improving quality of life.

In a resident perception survey performed in 2022, we asked residents how they feel about living in Hilliard. The results were overwhelmingly positive and show that our community thinks we are on the right track:

- 96% of surveyed residents say Hilliard is an excellent or good community in which to live.
- 95% would recommend Hilliard to others as a place to call home.
- 94% said the overall customer service by City of Hilliard employees is excellent or good.
- 93% say Hilliard quality of life is excellent or good.
- 89% say they feel safe in Hilliard.

The City receives nearly 74% of its general fund revenue from a 2.5% municipal income tax. In 2021, community voters overwhelmingly approved a 0.5% increase to that income tax, with the additional revenue earmarked for recreation and parks.

In 2023, the City collected \$50.8 million in income tax (withholding, business, and individual). Top employers include Advanced Drainage Systems, Amazon Data Services, and Micro Center Inc.

In 2023 and 2024, the City of Hilliard was named one of the Intelligent Community Forum's Top 21 Smart Cities in the world, an honor that recognizes communities demonstrating best practices in broadband implementation, workforce development, digital inclusion, innovation, advocacy, and sustainability.

About the Division

The City of Hilliard Division of Police (HPD) is a dynamic organization serving a diverse and growing community of more than 37,000 residents in a suburb of the greater central Ohio region. The City's Police Division focuses on community-oriented policing strategies and seeks to ensure community involvement in the public safety process.

Started in 1957 as a special police force to serve the growing village of Hilliard, the Division of Police has developed into an organization with a strength of 65 police officers and 14 support team members. HPD's projected 2025 General Fund Operating Budget is \$15 million. The Division is organized into four Bureaus: Field Operations, Investigations, Administrative, and Support Services.

The Division serves the City of Hilliard and Norwich Township, providing police and community safety services to approximately 17 square miles. With a focus on values and a commitment to collaboration, the Division leads in many regional policing initiatives. The City of Hilliard works to ensure team members have access to state-of-the-art equipment and training.

The City of Hilliard transitioned to a City Council/City Manager form of government on Jan. 1, 2020. This transition ensures a professionally managed City and a commitment to building a strong team of talented public servants.

Our Community

Hilliard is a growing, vibrant and innovative city, balancing scenic beauty and residential diversity with dynamic businesses and corporate development.

More than 1,100 businesses call Hilliard home. Two-thirds of our workforce is white-collar, and our median household income is more than \$116,000 per year.

HILLIARD AT-A-GLANCE

Population: 37,114

Median household income: \$116,287

Education: 57% have a bachelor's degree or higher

Median age: 36.2

And Hilliard is a safe community; 89 percent of our surveyed residents report they feel secure in the City.

But just 15 minutes from Hilliard's quiet, tree-lined neighborhoods is downtown Columbus, the heart of the 14th largest city in the United States. That means Hilliard residents enjoy big-city amenities such as an eclectic dining scene, ranging

from more than 60 regional craft breweries (including Hilliard's own Crooked Can) to fine restaurants.

There's family fun, from the internationally acclaimed Columbus Zoo and Aquarium to professional sports, including Columbus Blue Jackets hockey, Columbus Crew soccer, the PGA's Memorial Golf Tournament, and Columbus Clippers' minor league baseball (not to mention The Ohio State University Buckeyes!)

Residents and corporate citizens enjoy high-quality, dependable city and safety services; 25 developed parks; more than 36 miles of scenic multipurpose trails; popular recreational programs; diverse community celebrations; and a variety of safe and attractive neighborhoods.

In April 2023, the City broke ground on its largest capital project in history, a recreation and wellness campus that will include a 105,000-square-foot community and fitness center and numerous new athletic fields. Set for completion in 2025, this \$105 million project is being funded thanks to the 0.5% income tax increase passed by voters in 2021.

Hilliard City School District (hilliardschools.org) is one of Ohio's largest, with more than 16,000 students. It is also one of the state's most highly regarded, fulfilling its mission in preparing every student to be "Ready for Tomorrow." The Division of Police maintains a mutually beneficial partnership with the school district, including a team of SROs in the buildings who work hand in hand to ensure our schools are safe.





Deputy Chief of Police Position

The City of Hilliard is seeking a Deputy Chief of Police who will serve in that position for the next few years. This individual will serve as Police Chief in the Chief's absence.

The City previously has used a transition model, with the Deputy Chief moving into the Chief position when the Police Chief retires (which may occur in the next 1-3 years). This is the City's established practice for leadership changes within the Police Division. The Deputy Chief will collaborate closely with the current Chief, gaining a deep understanding of the Division, the City, and community priorities.

The Deputy Chief of Police is a senior command employee responsible for the overall supervision and management of all employees, functions and activities of the Division of Police.

The Deputy Chief of Police provides highly responsible and complex administrative support to the Chief of Police. The Deputy Chief of Police is on call at all times.

The City of Hilliard Division of Police subscribes to the "community-oriented policing" philosophy. Therefore, an essential aspect of the position involves community service. The Deputy Chief of Police is required to take a problem-solving approach to situations they encounter and to interact with members of the Hilliard community on a regular basis to address concerns facing them.

Qualifications

Minimum requirements include a bachelor's degree from an accredited college or university, at least ten (10) years of law enforcement experience, and at

least three (3) years of command-level experience with leadership in all areas of police operations and community policing. Equivalent experience/qualifications will be considered.

Preferred qualifications include a master's degree and certification from the Ohio Certified Law Enforcement Executive (CLEE) program, the FBI National Academy, Southern Police Institute, Northwestern University School of Police Staff and Command, or other law enforcement executive leadership course.

Demonstrated leadership in a community-focused police department, mentoring and developing officers at all levels, and transparency and engagement with the community is also preferred. Experience with implementing body-worn cameras, preventive policing, OPOTA certification, and CALEA accreditation is also preferred.

The Ideal Candidate

The ideal candidate is a community-oriented policing professional who demonstrates the utmost level of integrity and is prepared to lead as the next Chief of Police. The ideal candidate will have exceptional communication and leadership skills, employ data-driven decision-making, and be committed to transparency within the Division and community.

The ideal candidate will be adaptable, balancing daily operations with a strategic, long-term vision for HPD's future. They should demonstrate a strong understanding of the processes needed to implement changes and ensure the smooth functioning of the Division. The Deputy Chief will be poised to learn about the Division, city government, and community.

The candidate will have the demonstrated ability to bring fair and consistent leadership along with best practices of 21st-century policing. The ideal candidate will bring broad experience in policing, including familiarity with administrative tasks such as budgeting and labor relations, as well as an understanding of how to engage and manage civilian staff. The selected applicant will continue to use technology to improve efficiency, effectiveness, officer safety, and community safety. The ideal candidate will be focused on ensuring the health and well-being of all members of the organization.

The next Deputy Chief of Police will earn the respect of the community and officers and be politically astute, apolitical, and diplomatic. This individual will be an accessible and visible member of the community and work collaboratively to meet the high expectations of residents in an environment that is growing, supportive, and increasingly multi-cultural. The Deputy Chief will maintain a strong and visible presence not only in the community but also within the Division, fostering relationships with all levels of staff. The ideal candidate will be a part of the City's leadership team, partner with other departments, and encourage officer participation on cross-functional teams to achieve organization-wide and community goals.

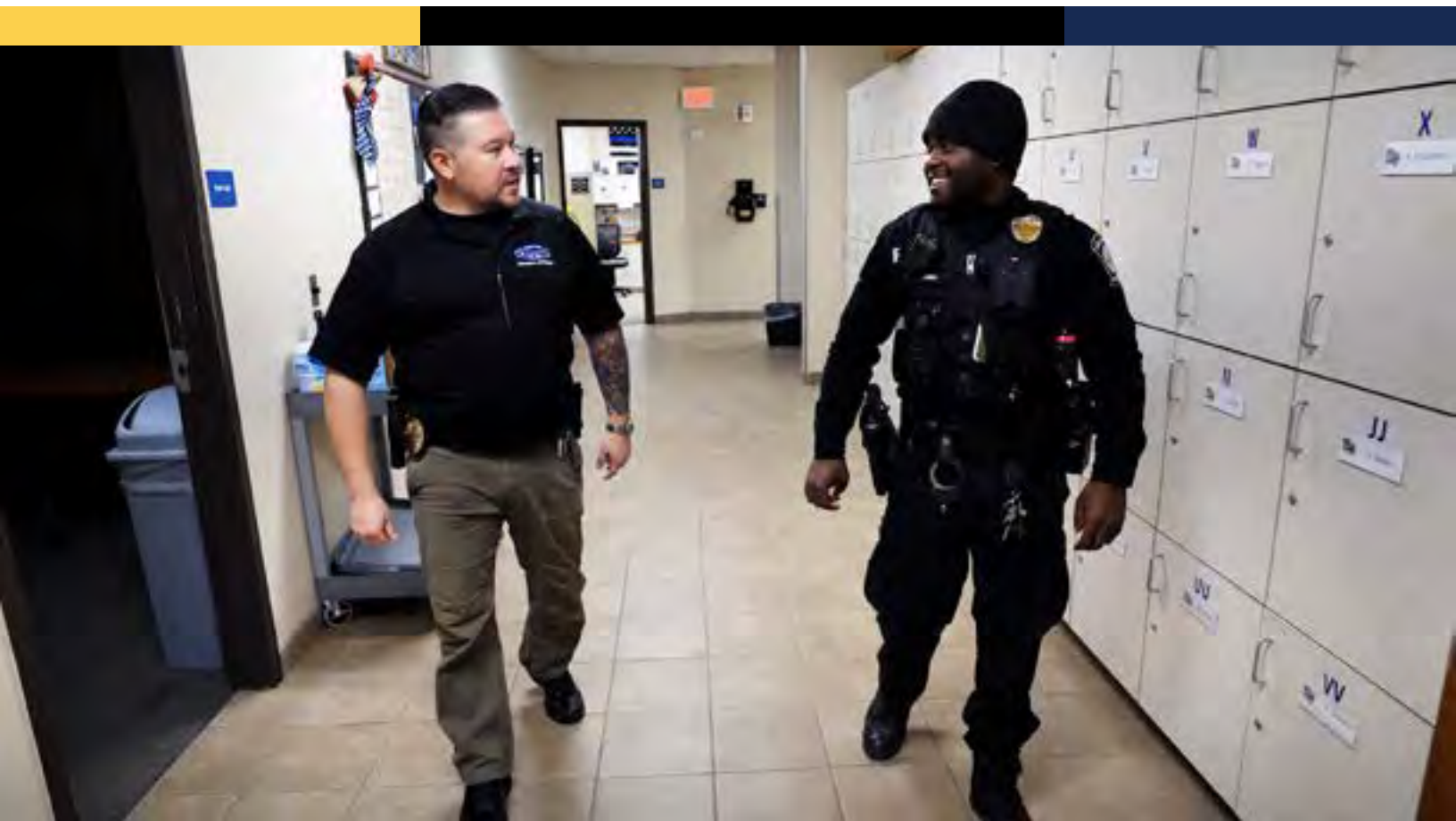
This person will motivate and inspire personnel, meet regularly with staff to build relationships and instill trust, set clear expectations, and hold personnel accountable for high standards at all levels of the

organization. This individual will foster a healthy work environment that cultivates staff training, development, and mentorship. The ideal candidate will recognize the importance of sworn and nonsworn staff and bring the Division together to achieve its goals. The selected candidate will involve HPD personnel in developing both short- and long-term goals that align with the City's vision. This individual will demonstrate decisiveness and be resilient in the face of adversity. This person will exhibit emotional intelligence, empower employees, and have the ability to influence others to move toward a unified vision.

The ideal candidate is a team player with a good sense of humor who exemplifies professionalism and commitment to providing police services as equitably and efficiently as possible. This person will continuously work to invest in community-police relations, Division morale, retention and recruitment of talented personnel, and police operations. This individual will be fully invested in the City of Hilliard and the community's continued success.

Compensation

The expected hiring range of the Deputy Chief of Police is \$130,000 - \$153,000, depending on qualifications, with an excellent benefits package, which includes City contributions to the Ohio Police & Fire Pension Fund (OP&F), twelve (12) paid holidays, two (2) personal days, and tuition reimbursement.



HILLIARD DIVISION OF POLICE



Updated Cruisers

Hilliard police cars debuted with an updated design in January 2023, incorporating the Division's police badge and the City's distinctive "Hilliard blue" color on an all-black vehicle. The previous black-and-white design required the doors to be painted white. Removing that requirement saves valuable time and money.



Fast Stats

35,496

Calls For
Service

1,483

Citations
Issued

352

K9
Deployments

170

Public
Appearances





CITY OF HILLIARD POLICE

Full Implementation of Flock Cameras and Body-Worn Cameras

The City of Hilliard Division of Police strives to use emerging technology and data to help fully combat crime in our community. In 2023, the Division fully implemented technology provided by Flock Safety and body-worn cameras for all officers in the Division.





How to Apply

Applications will be accepted electronically at <https://jobs.crelate.com/portal/raftelis>. Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position will be open until filled with a first review of applications beginning Dec. 9, 2024.

Questions

Please direct questions to Catherine Tuck Parrish at ctuckparrish@raftelis.com and Kelsey Batt at kbatt@raftelis.com.

The City of Hilliard

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