



LEAD WITH  
**INTEGRITY.**  
SERVE WITH  
**PURPOSE.**

**CHIEF OF POLICE**  
HUBER HEIGHTS, OHIO

# INTRODUCTION

**The City of Huber Heights, Ohio, is seeking an experienced and visionary leader to serve as its next Chief of Police.**

Located in northeastern Montgomery County and extending into southern Miami County, Huber Heights is home to approximately 43,590 residents and was incorporated in 1981. The community offers a high quality of life supported by a progressive, full-service municipal government.

Huber Heights operates under a Council-Manager form of government, led by an elected Mayor and eight-member City Council. The City Manager oversees daily operations and works with City leadership to ensure the delivery of efficient and responsive municipal services.

The City employs approximately 230 full-time employees, along with part-time and seasonal staff supporting community amenities such as the Rose Music Center. Core services include Fire & EMS, Police, Emergency Communications, Economic Development, Human Resources, Public Works, Water and Sewer services, and Parks & Recreation facilities including The Heights Aquatic Center, Senior Center, and the Rose Music Center.



**Square Miles:  
22.86**



**Population: 43,590  
(2024 estimate)**



**Housing Units:  
18,487**



**Households:  
17,761**



## OUR COMMUNITY

Huber Heights is a growing community in the Miami Valley, strategically located near the intersection of Interstates 70 and 75, often referred to as the “Crossroads of America.”

The city is also minutes from Dayton International Airport and Wright-Patterson Air Force Base.

As the third-largest community in the region, Huber Heights continues to experience steady residential growth, with new housing developments expanding neighborhoods and strengthening the local economy.

The Heights Entertainment District, anchored by the Rose Music Center, has become a regional destination. Plans for a new indoor music and event venue will further establish the district as a year-round hub for concerts, dining, hospitality, and community events.

Huber Heights spans 22.86 square miles across Montgomery and Miami counties and is served by Huber Heights City Schools and Bethel Local School District. The City levies a 2.25% income tax to support municipal services, infrastructure, and capital improvements while continuing to prioritize thoughtful development and strong public safety.

## THE POLICE DIVISION

The Huber Heights Police Division consists of 86 employees, including 60 sworn officers and 26 civilian staff, serving a population of approximately 43,590 residents. The command staff includes the Chief of Police, Deputy Chief, and two Lieutenants.

The Division's mission is to improve the quality of life in Huber Heights through excellence in service and strong partnerships with the community. Officers are committed to protecting life and property while upholding the core values of integrity, courage, honor, respect, and equality.

The Division's Communications Center dispatches calls for service for Huber Heights and two neighboring communities, managing a significant annual call volume of around 90,224 calls. In 2025, the Huber Heights Police Division responded to 36,888 calls for service.

Community engagement is a key priority. Through a partnership with Huber Heights City Schools, three School Resource Officers serve in the high school, junior high school, and elementary schools to build relationships with students and staff.

The Division also maintains two K-9 units trained in narcotics detection, criminal apprehension, tracking, and building and area searches.

The Police Division and the Communications Center are both internationally accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA). The Police Division received its initial accreditation in 2005 and the Communications Center in 2007. The Division and the Communications Center just completed its annual assessment by CALEA in 2025.

The Police Division is one of a three member agencies of a Council of Governments, known as the Regional Emergency Response Team focusing on hostage negotiations and special weapons and tactics. The Police Division has a Crash Investigation Team that investigates and follows up on crashes resulting in serious injury or fatality and has Bicycle Patrol for patrolling neighborhoods and parks and are used during special events. Additionally, the Police and Fire Divisions work together to operate a growing drone program.



**\$13,855,920 2026  
Operating Budget**



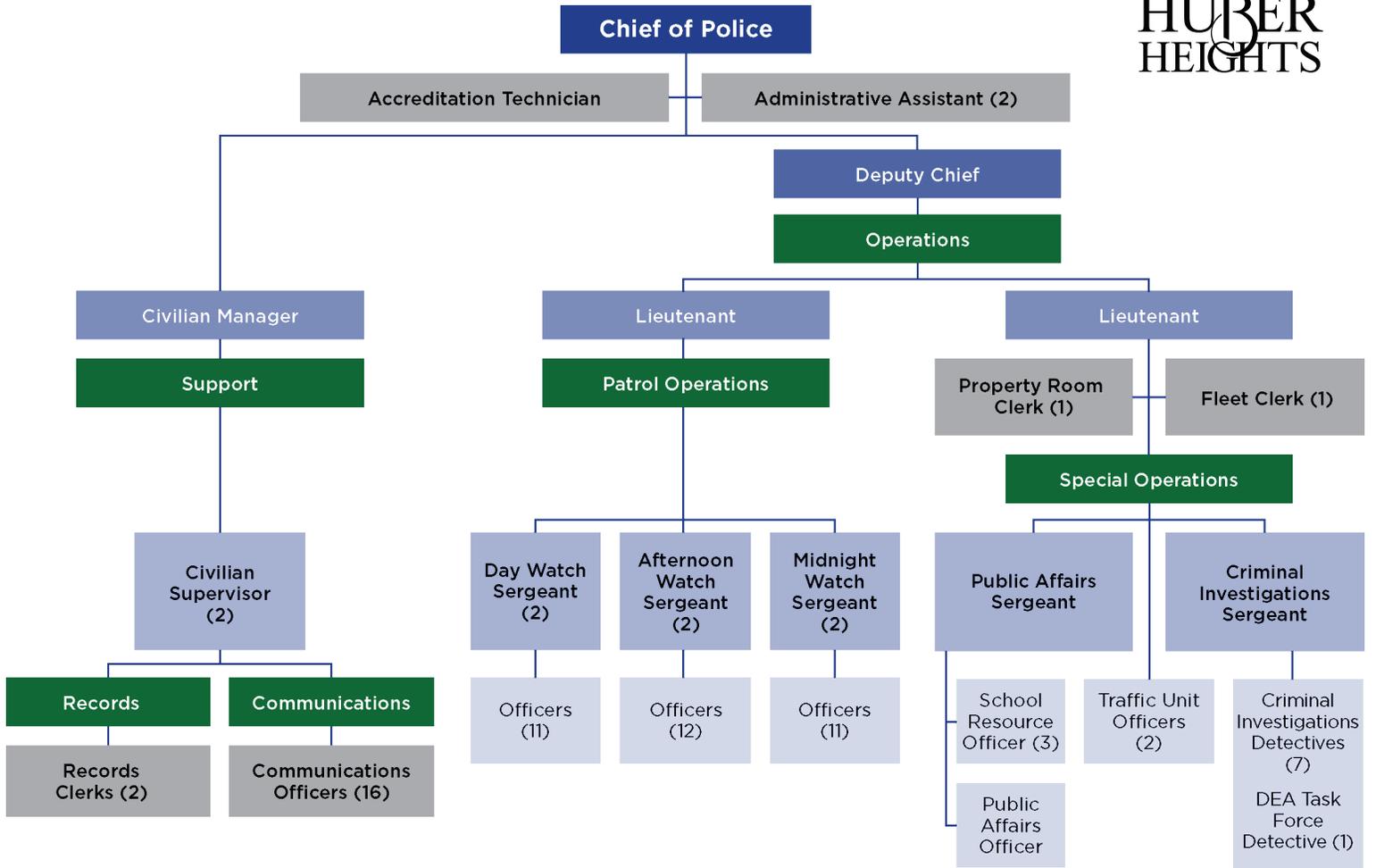
**36,888 Huber  
Heights PD calls  
for service**



**60 Sworn  
Police Officers**



# HUBER HEIGHTS POLICE DIVISION ORGANIZATIONAL CHART





## CANDIDATE PROFILE

The Chief of Police is an appointed position reporting directly to the City Manager/Public Safety Director.

The Chief provides overall leadership and strategic direction for the Police Division, overseeing administration, planning, budgeting, and operations.

The successful candidate will foster a culture of professionalism, accountability, and innovation while ensuring the delivery of high-quality police services to residents and businesses. Responsibilities include supporting recruitment and development of personnel and strengthening partnerships with the community and regional agencies.

This role requires a leader who demonstrates strong communication skills, sound judgment, and the ability to make critical decisions in complex situations, while maintaining the highest standards of ethics and public trust.

## WHAT WE ARE LOOKING FOR

The City of Huber Heights seeks a strong and decisive leader who combines command presence with excellent interpersonal skills.

### THE SUCCESSFUL CANDIDATE WILL DEMONSTRATE:

- Proven leadership in a professional law enforcement organization
- A commitment to ethical standards, transparency, and accountability
- Strong collaboration with community members, employees, elected officials, and partner agencies
- Strategic thinking and effective decision-making
- A leadership style that promotes professional development, fairness, and respect

The next Chief will lead by example and foster a culture of integrity, inclusion, and operational excellence within the Division.

## MINIMUM QUALIFICATIONS

- ✓ Candidates must possess a bachelor's degree in criminal justice, public administration, or a related field from an accredited college or university, along with at least ten (10) years of progressively responsible law enforcement experience.
- ✓ Applicants must also have five (5) years of supervisory experience at the level of Chief, Deputy Chief, or an equivalent command-level position directly below Chief.
- ✓ Candidates must be certified as a Peace Officer in the State of Ohio, eligible for reinstatement, or qualified for reciprocity from another state. A valid Ohio driver's license is required.
- ✓ A master's degree and completion of advanced law enforcement leadership or management programs are preferred.

## COMPENSATION & BENEFITS

Salary range: \$118,996 – \$166,587 annually, depending on qualifications and experience.

### BENEFITS INCLUDE:

- Vacation accrual based on full-time service with an Ohio political subdivision
- 24 hours of personal leave annually (prorated upon hire)
- Sick leave accrual of 5 hours per pay period (130 hours annually)
- 12 paid holidays
- Medical insurance premiums paid 100% by the City
- Health Savings Account or Health Reimbursement Arrangement options with generous city contributions
- \$50,000 life insurance (AD&D) provided by the City
- Dental and vision insurance with 90% of the premium paid by the City

## HOW TO APPLY

Interested candidates should submit a resume, cover letter, and at least three professional references (including names, email addresses, and phone numbers) to:

Kathryn Knisley  
Human Resources Director  
kknisley@hhoh.org  
937-237-5847

**Applications must be received by 11:59pm on April 15, 2026. Interviews are expected to be conducted in late April 2026.**

Final candidates must complete an extensive background investigation and pre-employment testing, including physical and drug screening.

*The City of Huber Heights is an Equal Opportunity Employer and hires based on merit without regard to race, color, religion, sex, national origin, disability, or other protected status.*

