



## City of Springfield, Ohio Deputy Chief of Police

<b>Job Description Code</b>	82261	<b>Established Date</b>	04/15/2026
<b>Last Revised Date</b>	05/15/2026	<b>Salary Range</b>	\$112,216.00 - \$143,124.80 Annually
<b>Bargaining Unit</b>	N/A	<b>EEO</b>	EEO4-Officials & Administrators
<b>Occupational Group</b>	SL	<b>FLSA</b>	Exempt
<b>Benefit Code</b>	CSB	<b>Physical Class</b>	AS

### Job Description

The **Deputy Chief of Police** is a senior executive leader responsible for assisting the Chief of Police in the overall management, direction, and administration of the Springfield Police Division. The Deputy Chief plays a central role in implementing and sustaining the Division’s Strategic Plan, ensuring that organizational decisions, resource allocation, and operational priorities align with the Division’s mission, vision, and values.

This position provides strategic leadership to advance people-first leadership, operational efficiency, life-long learning, innovation, effective communication, and proactive community engagement. The Deputy Chief acts on behalf of the Chief in their absence and serves as a key advisor on policy development, organizational performance, and long-range planning.

### Examples of Duties

- Serves as a principal leader responsible for executing, monitoring, and advancing the Springfield Police Division Strategic Plan, ensuring alignment with established goals, objectives, and performance measures.
- Supports the Chief of Police in translating strategic priorities into actionable initiatives, policies, and operational expectations.
- Regularly evaluates progress toward strategic goals and recommends adjustments to address emerging challenges, community needs, and

organizational trends.

- Promotes a people-centered organizational culture that prioritizes recruitment, retention, employee wellness, leadership development, and succession planning.
- Ensures professional development programs support life-long learning, leadership growth, and career advancement for sworn and civilian personnel.
- Fosters a positive labor-management environment and supports constructive relationships with bargaining units.
- Provides executive direction to command staff to ensure efficient, effective, and equitable delivery of police services.
- Oversees major operational initiatives focused on data-driven policing, deployment strategies, investigative effectiveness, and crime reduction efforts.
- Ensures accountability through performance metrics, workload analysis, and continuous evaluation of programs and services.
- Ensures departmental policies remain current, legally compliant, and consistent with professional accreditation and best practices.
- Supports mandatory and elective training programs and ensures leadership development initiatives are embedded throughout the organization.
- Upholds high standards of ethics, professionalism, and constitutional policing.
- Assists with budget development, fiscal management, and long-range operational forecasting to ensure strategic priorities are properly resourced.
- Oversees major projects, grants, and initiatives to ensure compliance, accountability, and effective outcomes.
- Responds to critical incidents and provides command-level leadership during emergencies and major events.
- Champions innovation and continuous improvement efforts, including the use of technology, data systems, and modern policing tools.
- Supports initiatives related to body-worn cameras, records management systems, cybersecurity, and mobile technology solutions.
- Encourages creative problem-solving and forward-thinking approaches to public safety challenges.
- Ensures consistent, transparent, and timely communication between executive leadership, command staff, sworn personnel, and civilian employees.
- Supports regular briefings, feedback mechanisms, and internal engagement to reinforce organizational goals and expectations.

- Represents the Division in professional, civic, and intergovernmental settings as delegated by the Chief.
- Promotes proactive engagement with community members, stakeholders, and partner agencies to strengthen trust and legitimacy.
- Supports initiatives that increase transparency, accessibility, and collaboration with diverse communities.
- Advances public education efforts and community-oriented strategies aligned with the Strategic Plan.

### Qualifications

- Progressive leadership experience in supervisory, administrative, or command-level roles, with demonstrated ability to lead personnel and operations.
- Bachelor's degree in Criminal Justice, Public Administration, or a related field **preferred**. Equivalent combinations of education, training, and experience will be considered.
- Completion of command-level or executive leadership training **preferred**. Candidates who demonstrate the potential and commitment to complete advanced training will be considered.
- Experience supporting organizational initiatives such as strategic planning, budgeting, policy development, or accreditation **desired**.
- Advanced education or executive leadership certifications **preferred but not required**.
- Must meet state requirements for sworn law enforcement certification or be eligible for immediate reciprocity.

### Knowledge, Skills and Abilities

- Exceptional leadership, communication, and interpersonal skills.
- Strong strategic thinking, analytical, and problem-solving abilities.
- Demonstrated ability to lead organizational change and implement strategic initiatives.
- Working knowledge of modern policing practices, technology, and performance management.
- Ability to perform effectively in high-pressure situations and large-scale incidents.
- Commitment to ethics, integrity, transparency, and community-focused policing.
- Ability to sit, stand, and walk for extended periods of time.
- Ability to occasionally lift, carry, push, or pull up to 25 pounds.

- Ability to bend, stoop, reach and maintain mobility necessary to navigate office and field environments.
- Sufficient manual dexterity to operate computers, communication devices, and standard law enforcement equipment.
- Ability to effectively communicate verbally and in writing.
- Adequate vision and hearing to monitor situations, review documents, and respond to operational needs.
- Ability to perform effectively under high stress and time-sensitive conditions.
- Ability to analyze complex situations, make rapid decisions, and exercise sound judgment.

**Other Necessary Requirements**

- Duties performed in both office and field environments.
- Frequent evening, weekend, and on-call responsibilities.
- Requires maintaining physical, psychological, and professional fitness standards.
- Must possess and maintain a valid Ohio Driver's License and meet and maintain insurability under the City's insurance plan.