



## **CITY OF SOUTH PORTLAND POSITION VACANCY CHIEF OF POLICE**

The **City of South Portland**, Maine's fourth largest city, located on the southern coast and rated the "Best Place to Live in Maine" by Money Magazine in 2018, seeks candidates to be the next **Chief of Police**.

Serving under the department's core values of integrity, respect, service, fairness, and leadership, the ideal Chief of Police candidate is an innovative, progressive, and collaborative law enforcement professional who is service-oriented and committed to community engagement. Our next Chief must have an understanding of, and adherence to, a community policing philosophy, and support a highly dedicated, well-trained, and well-equipped team of diverse officers. This is a rare opportunity to lead what is considered by many to be Maine's premier police department. The South Portland Police Department (SPPD) is accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA) and by the Maine Law Enforcement Accreditation Program (MLEAP). Our forward-thinking department has been accepted into the Active Bystandership for Law Enforcement (ABLE) project and is piloting other innovations, such as the Police Assisted Addiction and Recovery Initiative (PARRI) program and a fentanyl test strip program. The next Chief will continue to build upon the recognized success of our department.

The SPPD serves nearly 27,000 residents and supports the industries and businesses that employ an additional 20,000+ people from other communities who work here daily, including at Maine's largest mall, two of the state's largest employers, and many small businesses throughout the city's 13 square miles. The department has an authorized strength of 56 sworn officers and 6 full-time civilian staff, including a behavioral health professional. SPPD is organized into two divisions: the Patrol and Community Services Division, and the Investigative and Support Services Division. The department responds to approximately 36,000 service calls per year and proactively addresses police issues, crime prevention, and quality of life concerns. The Chief of Police is responsible for planning, directing, reviewing, and leading the activities and operations of the SPPD. The Chief of Police reports directly to the City Manager. The next Chief must build relationships in the community and with the administration to maintain the continued support of our department.

Applicants must have a minimum of a Bachelor's degree from an accredited four-year college or university with a focus on Criminal Justice, Public Administration, or related degree; along with at least six years of progressive command experience in a law enforcement capacity. Or, a Master's degree in a relevant field with at least four years of progressive command experience in law enforcement. Knowledge of unions and the geographic region is strongly preferred, as is experience in municipal law

enforcement. Candidates also must have, or be able to obtain and hold, executive certification from the Maine Criminal Justice Academy, and hold and maintain active certification as a full-time police officer. Must hold and maintain a valid class C driver's license and maintain the physical ability to operate as Chief during emergency or training activities. To be considered, a candidate must have extensive experience in law enforcement operations, crime prevention, criminal investigations, and emergency planning and must have thorough knowledge of the principles and practices of effective administration as it applies to police service. Must have a superior ability to analyze the ongoing effectiveness of departmental policy, procedures, and operations; the ability to develop and oversee departmental budgets; the ability to prioritize and lead training initiatives; the ability to communicate effectively orally and in writing; and the ability to establish effective working relationships with employees, other City departments, the schools, community groups, and the general public. Experience working with diverse populations and a commitment to diversity, equity, and inclusion are paramount.

The selection process may include oral board interview(s), including Civil Service Commissioners; a complete background check; a polygraph and psychological evaluation; a job performance assessment; and a community interaction event.

The City of South Portland offers a robust selection of employee benefits, including an excellent health plan with affordable family coverage, generous matched retirement options, dental, vision, life, income protection/short term disability, long-term disability insurance options, flexible spending accounts, a full complement of paid time off, and more. The City also offers "payment-in-lieu" of health insurance, an acclaimed wellness program, and professional development opportunities. The City of South Portland is proud of its talented and dedicated workforce and provides employees with strong leadership; stability; a positive, family-friendly workplace; and the support, encouragement, and tools for successful careers. Top of salary range is \$127,504/year; starting pay is dependent on qualifications. This non-union position will be eligible for performance-based annual step increases, and cost of living wage increases as approved by the City Council.

Qualified and interested candidates should send via email a cover letter, copies of relevant certifications, a resume, a completed City of South Portland employment application, and a list of three professional references to [apply@southportland.org](mailto:apply@southportland.org)

Or, by mail to:  
City of South Portland  
Karla Giglio, Human Resources Specialist  
PO Box 9422  
South Portland, ME 04116-9422

*For a copy of the employment application, job description and this posting, or to complete the employment application as a fillable pdf, please go online to:*  
<https://www.southportland.org/departments/human-resources/job-opportunities/>

FMI, please contact Stephanie Weaver, Director of Human Resources at [sweaver@southportland.org](mailto:sweaver@southportland.org) or (207) 767-7667.

**Responses are due by 4pm on Monday, Nov 1, 2021.**

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