



THE COLLEGE PARK COMMUNITY

Covering nearly 11 square miles, College Park is home to Hartsfield-Jackson Atlanta International Airport, the busiest in the world. College Park is also home to the world headquarters of Chick-fil-A and Woodward Academy, the largest private school in the continental United States. The City's daytime population swells to nearly 300,000, although there are only 15,000 permanent residents.

College Park's robust entertainment/hospitality district is centered around the Georgia International Convention Center and the Arena at the Gateway Center, which serves as the home court for the WNBA's Atlanta Dream and the G-League's College Park SkyHawks.

The City is fiscally sound with an operating budget of approximately \$135 million. College Park boasts its own electric utility and is in partnership with Clean Energy Fuels, Inc. as co-owners of one of the largest compressed natural gas (CNG) fueling stations in the southeastern United States.



Population: College Park provides the best of both worlds - a small town atmosphere within one of the fastest growing metropolitan areas in the country. The latest U.S. Census figures set the City's population at 14,959. Employers, however, may take advantage of a metro labor force of over 3,000,000.

Employment Options: A well-maintained and convenient highway system, along with extensive rapid rail and bus routes, enables workers to access a wide range of employment options.

Property: The median property value in College Park, GA is \$155,500, and the homeownership rate is 26.2%. As of 2016, College Park had 7,936 housing units, with many new developments currently in progress.

Unemployment Rates:

- Fulton County – 3.7%
- State of Georgia – 4.1%

THE COLLEGE PARK MUNICIPAL GOVERNMENT

The City of College Park was incorporated in 1895. It is located approximately nine minutes and seven miles south of Atlanta's downtown business district. College Park enjoys access to Interstate Highways 1-85 and I-285 and U.S. Highway 29, adjacent to and adjoining the Midfield Terminal Complex of Hartsfield-Jackson Atlanta International Airport.

The City of College Park is empowered to levy a property tax on both real and personal properties located within its boundaries. It also is authorized by State Statute to extend its corporate limits by annexation, which occurs periodically when deemed appropriate by the governing Council.

The City operates under the Council-Manager form of government. Policymaking and legislative authority are vested in the Governing Council, consisting of a Mayor and a four-member council. The Governing Council is responsible for, among other tasks, passing ordinances, adopting the budget, appointing committees, and hiring the City's Manager and the City's attorney. The City Manager is responsible for carrying out the policies and ordinances of the governing Council and overseeing the day-to-day operations of the City. The Council is elected on a non-partisan basis. Councilmembers are elected to four-year staggered terms, with two councilpersons elected every two years. The Mayor is elected for a four-year term. All Council Members are elected from their ward while the Mayor is elected At Large.

For additional information, visit the City's website at www.collegeparkga.com or social media - @CollegePark_GA (Twitter), Facebook.com/CityofCollegePark, or CollegeParkTV23 (YouTube).

THE COLLEGE PARK POLICE DEPARTMENT

Public safety is a top priority in College Park as the expansion of community engagement, technology implementation, and decisive leadership has contributed to crime reduction outcomes. The College Park Public Safety Operation maintains the following units: Administration, Patrol, Investigations, Communications, Municipal Court and Corrections, and more.

The College Park Police Department (CPPD) is an accredited and highly regarded, professional, full service municipal law enforcement agency consisting of 102 authorized sworn officers and approximately 25 civilian employees. The Chief of Police is appointed by, reports directly to, and serves at the pleasure of the City Manager. CPPD has a current budget of approximately \$35.6 million.

MISSION

The Mission of the College Park Police Department is to provide high quality and professional police services in partnership with our communities, while improving the quality of life and building a sense of trust and legitimacy among our citizens.



Vision Statements

- To be regionally, nationally, and globally recognized as a community template for harmony, hospitality, and hope for residents and businesses alike.
- To unify this 21st-century global city with a spirit of education, a focus on economic empowerment, and an assurance of safety that each stakeholder can embrace.
- To eliminate a culture that simply focuses on what we have accomplished by creating a clear image of who we are, what we believe, and why you belong.

Mission

To cultivate a community where businesses, families, and individuals can work, play, and live in a safe and diverse environment.

Core Values

Service

We are a hospitality city at our core. We are committed to providing exceptional service, caring, and respect in every process, product, and interaction we deliver. Our residents, visitors and businesses can expect responsive, consistent, fair, and friendly acts of kindness.

Respect

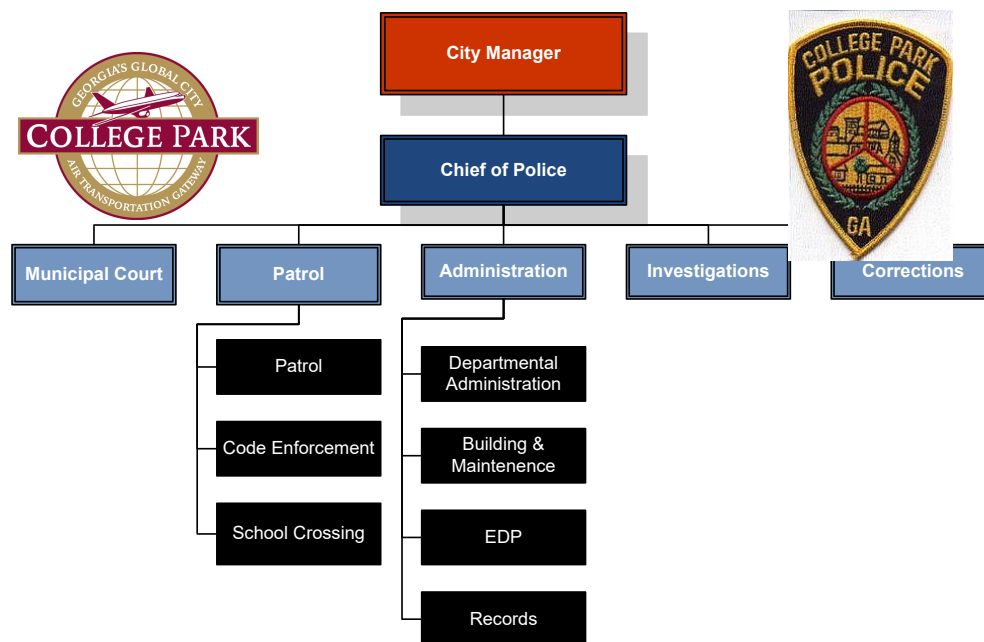
We recognize and celebrate the diversity of backgrounds and experiences of the people that live in, work in, and visit our community. We are dedicated to listening to the needs of all people and delivering practices and policies with respect and dignity.

Equality and Inclusion

We believe that everyone in our community has a voice. Each member should be afforded the chance to shape the City's future and that the members of our community will be treated as equals by everyone in our government structure. We are dedicated to creating, nurturing and advancing a culture of equity and inclusivity where we value and respect all backgrounds and experiences regardless of race, creed, color, religion, socio-economic status, or gender. We recognize the legacy of systems and events of oppression still affect many people through systemic racism and other institutional injustices. We will strive to ensure all

College Park Police Department

Functional Organizational Chart



of our stakeholders are valued, respected and treated with dignity.

Innovation

We strive to set a standard of excellence in leadership. We encourage and reward creative ideas and solutions and are empowered to explore innovative approaches to problem solving, planning and delivery of services.

Integrity

We build trust by behaving honestly, ethically and fairly. We take pride in our work and are dedicated to resolution-oriented and consensus-building service. All those who represent our City, including the elected officials, employees and staff, conduct themselves with openness, transparency, integrity and a commitment to do the right thing.

Advancement

We embrace success and strive to evolve as a daily routine. We are committed to continually improving our city. The future is bright in College Park and we endeavor to build a strong and vibrant community that is simply the best place to live, work, do business and visit.

ISSUES, FACTS AND OPPORTUNITIES (Not Prioritized)

The following information was provided by and stressed by the City Manager, Interim Chief of Police and Director of Human Resources and Risk Management.

- Based on a recent audit and survey of the College Park Police Department (CPPD) employees, two critical factors were cited as needed for the new Chief of Police and the Department—Leadership and Accountability
- Effective Communication skills were also identified in the survey. The ability to communicate both internally with staff and externally with the community are highly desired traits.
- The ability to accept input from staff and incorporate their ideas and concepts for improvement into regular operations is required.
- Additionally, the Chief and the Department's ability to provide significant outreach into the residential and business community is a critical component of successful policing by the City of College Park.
- Demographically, the population changes with newer residents, including young families locating in the City's traditional neighborhoods and seeking innovative concepts from their governmental units.
- The ability to discern and use citizen input and involvement related to new concepts for the Department is desired.
- Innovation was also cited as a desired and proven skillset. College Park is a very diverse city, with varying needs whether in the historic residential areas, hospitality and convention center areas, downtown business district and other redevelopment areas, or newer areas of the community which are under development. As such, the ability to bring new policing concepts and ideas to the community is highly desired.
- Track record of Cooperation and Coordination with other law enforcement and community agencies as the needs of the community are very diverse and include areas that cross into various counties and governmental jurisdictions.
- Several mutual assistance agreements provide additional resources where and when needed for the City. Further, components of Atlanta's International Airport are located in College Park.



ABOUT THE POSITON OF CHIEF OF POLICE

GENERAL STATEMENT OF DUTIES:

The Chief of Police performs important administrative, professional, and managerial work. Some administrative duties include budget development and administration, policy development, and personnel administration. The incumbent represents the Department in working with other legal authorities, governmental agencies, and the media.

SPECIFIC DUTIES:

- Plans, directs, supervises, and leads the work of the Police Department.
- Schedules and assigns work.
- Establishes priorities.
- Ensures the training of officers in correct methods and procedures.
- Assures that personnel is assigned to shifts or working units which provide optimum effectiveness in terms of current situations and circumstances governing deployment.
- Reviews and evaluates employee performance.
- Develops comprehensive short and long-range plans to ensure the effective delivery of quality services to the public through effective operation of all areas within the department.
- Maintains ultimate authority and accountability for all fiscal matters and financial operations of the Police Department.
- Develops and implements departmental rules, regulations, work methods, and procedures and ensures that they are followed.
- Enforces disciplinary measures as necessary.
- Communicates with the City Manager regarding departmental concerns, problems, and related issues.
- Prepares the annual departmental operating budget for City Manager and City Council approval.
- Monitors expenditures throughout the year; operates the Department within the approved budget and ensures expenditures are made in strict compliance with City purchasing policies and ordinances.
- Performs public relations duties, including answering questions, addressing concerns and giving information to the public, civic organizations, neighborhood groups, business groups, the media, and other groups.
- Attends meetings as necessary.
- Communicates and cooperates with other municipal, city, state, and federal agencies to accomplish criminal justice system objectives.
- Attends professional meetings and conventions to maintain and upgrade knowledge concerning new technology and developments within the field.
- Prepares reports, departmental correspondence (both internal and external), other correspondence, and other documents.
- Performs related work as required.



REQUIREMENTS

Qualifications:

The City is looking for a candidate with a proven track record as a government law enforcement manager. The new Chief of Police shall maintain the highest level of ethics, integrity, accountability, and honor. The candidate shall be a highly effective leader with outstanding interpersonal skills, a talent for communications at all levels of the organization, strong management skills, and excellent organizational skills. The candidate must possess the experience necessary to direct, manage, and affect confidence in Police Department personnel, enabling them to effectively reduce crime and build community relations throughout the City. Strong knowledge and background in modern policing skills, community-oriented policing, and a demonstrated track record of success with programs that address the reduction of criminal activity.

Minimum requirements include a Bachelor's degree in Political Science, Criminology, Criminal Justice or related field; Master's degree preferred; a minimum of fifteen (15) years of law enforcement experience including a minimum of five (5) years of experience as a Captain or above rank in an agency of similar size and complexity; completion of law enforcement management program (s); Certified Peace Officer under regulations of Georgia Peace Officer Standards and Training Council (P.O.S.T.) or the ability to become certified within one (1) year of employment; equivalent combination of education and experience.

Competitive salary with excellent benefits with beginning salary negotiable depending on qualifications (DOQ).

This position will be open until filled. To apply, please submit your resume and cover letter without delay to:



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THE CITY OF COLLEGE PARK IS AN EQUAL OPPORTUNITY RECRUITER/EMPLOYER

