

The City of Paducah, Kentucky



Seeks Committed and Proven Professionals for the position of:
Police Chief



ABOUT THE CITY OF PADUCAH

Located in far Western Kentucky, the City of Paducah is the seat of McCracken County. Paducah is often called "The Bright Star on the River" since it's located on the Ohio River at the confluence of the Ohio and Tennessee Rivers. Encompassing an area of 21 square miles, the City has a current population of more than 26,000. Paducah's population is 73% Caucasian and 24% African-American.

Paducah is the largest City in a fifteen county area in western Kentucky. The City serves as a cultural, business, transportation, and medical center. It has a large shopping mall that attracts customers from western Kentucky, northwest Tennessee, southern Illinois, and southeast Missouri. Paducah has a thriving river industry, one of the most active on the intercoastal waterway. Two of the City's largest employers are the medical facilities: Western Baptist Hospital and Lourdes Hospital. Each hospital has nearly 400 beds. There is also a strong professional community in Paducah offering local and regional services.

Paducah's downtown is bustling with activity with several new restaurants and businesses. This vibrant river town is host to more than 400 businesses located in the 80 square blocks commonly known as the Renaissance Area. With the recent development of condominium and loft spaces in the upper floors of the buildings, the downtown area is enjoying a resurgence of residents who enjoy living in an urban environment within walking distance of a riverfront park. The riverfront contains lighted walkways, benches, picnic tables, and a stage. Plus, Paducah has approved a Riverfront Redevelopment Plan that will include a new boat launch, enhanced parks, extension of the greenway trail, marina, and performance area. One of the City's major downtown attractions is a series of nearly 30 panels depicting Paducah's history, which were painted on the City's floodwall by muralist Robert Dafford.

Education is a top priority in the Paducah area with both public and private school systems holding the belief that schools are the fundamental building blocks of the community. Higher education opportunities are available at West Kentucky Community & Technical College. Murray State University in nearby Murray, Kentucky also has an extended campus facility in Paducah.

Paducah's historic homes and museums, art galleries, theater productions, festivals, and concerts generate more than 800,000 hotel

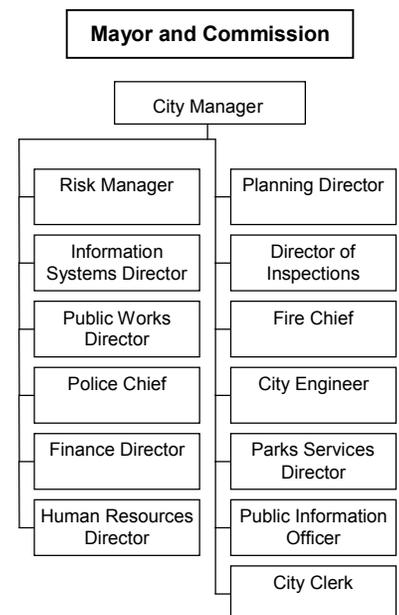


"Community and Police Partnership"

participant-days per year. Paducah's Market House, a vital center of the City for 150 years, has been renovated into an innovative civic complex containing a museum, art gallery, and community theater, which in turn sparked more restoration in the historic downtown area. Paducah is home to six museums, including the National Quilt Museum which is dedicated to the accomplishments of quilters nationwide. Cultural offerings also include the LowerTown Art Galleries, Paducah Symphony Orchestra, the Yeiser Art Center, and the Paducah Community College Performing Arts Series. The \$40 million Luther F. Carson Four Rivers Center for the Performing Arts opened in 2004.

CITY GOVERNMENT

The City of Paducah is governed by a Mayor and four-member Board of Commissioners elected on a non-partisan basis. The Mayor is elected to a four-year term. Commissioners are elected for two-year terms. Day-to-day operation of the City is the responsibility of the City Manager who oversees 340 full-time employees. The 2008 FY City annual general fund budget is \$30.5 million. Total budget for all funds excluding inter-fund transfers is \$43.5 million. The City Manager exercises direct supervision over all Departments and employees of the City.



ABOUT THE POLICE DEPARTMENT

Paducah has a full-service, well-regarded Police Department comprised of 79 sworn and 14 civilian employees. Its current departmental budget is approximately \$8.7 million. The department is accredited by the Kentucky Police Chiefs Association.

The Patrol Division is the most visible division of the Paducah Police Department. It is responsible for enforcing all criminal and traffic laws. Patrol Officers are first responders to calls for service. They also prepare preliminary reports on all crimes, investigate motor vehicle crashes, and provide many other basic police services to the community. The division is further comprised of several different specialized assignments: ERT (Emergency Response Team), K-9 Officer, EOD (Explosive Ordinance Division), Directed Bike Patrol, Street Level Narcotics Team, and COP Teams. These divisions have the responsibility for working in partnership with the community to reduce the amount of crime and improve the quality of life for citizens. Due in part to the strong community partnerships, major crime is at the lowest rate in twenty years.

The Criminal Investigations Division of the Paducah Police Department is composed of two units: the General Investigations Unit and the Drug and Vice Enforcement Unit. The General Investigations Unit is responsible for investigating serious felony cases ranging from larcenies to homicides. The unit also conducts applicant background investigations and is involved in various community activities such as mentoring and working with victim advocates. The Drug and Vice Enforcement Unit engages in covert and overt operations in an effort to combat dangerous drugs and related activity in the Paducah area.

POLICE DEPARTMENT MISSION STATEMENT

The Paducah Police Department is committed to the prevention of crime, the protection of the lives, property and rights of all citizens and the improvement of the quality of life for all members of our community. We will provide quality police services ethically, fairly and equally in partnership with the members of our community.

POLICE DEPARTMENT VISION STATEMENT

The Paducah Police Department is committed to achieving the highest standards of professional ethics, performance and excellence. We are dedicated to the principles of community policing and to becoming one of the most progressive, innovative and professional police departments in the nation.

ABOUT THE POLICE CHIEF

Supervises, manages, directs and administers a comprehensive law enforcement program; supervises activities of subordinate departmental personnel; coordinates and maintains close liaison with other law enforcement agencies; and performs related administrative functions of the department.



Illustrative Duties:

- Directs the Patrol, Criminal Investigations and Administrative Services Divisions and all department personnel.
- Develops operating procedures and implements policies; ensures compliance.
- Initiates and supervises special investigation.
- Administers collective bargaining agreements.
- Oversees departmental disciplinary matters.
- Interviews applicants and recommends hiring and promotion of personnel.
- Ensures that personnel are properly trained and that standards are met.
- Prepares department budget, authorizes requisitions, purchase orders and expenditures.
- Appears before the City Commission on police-related matters.
- Speaks before business and community groups.
- Coordinates and maintains close liaison with other law enforcement agencies and serves as member of the Paducah/ McCracken County E911 Board.

Minimum Qualifications: The City is looking for a proven local government law enforcement manager with a Bachelor degree (Masters preferred) and 10 years of experience with at least five years at the command level of the organization. Service in a community with significant minority population, management experience in a unionized environment and career success with community oriented policing are desired. Must be Kentucky Certified Officer or attain certification; must be able to qualify with firearms.



DESIRED ATTRIBUTES OF THE CHIEF

With Subordinates

- Leads by example; inspires staff.
- Have strong command presence.
- Good listener.
- Understands how to work with young staff.
- Sets clear goals with staff, holds staff accountable.
- Not a change agent.
- Open minded.
- Tough but fair and consistent.
- Ability to communicate with all levels of Department.

With the City Commission and other Government Officials

- Ability to stand up to political pressure.
- Work with State and County officials to coordinate all law enforcement efforts.

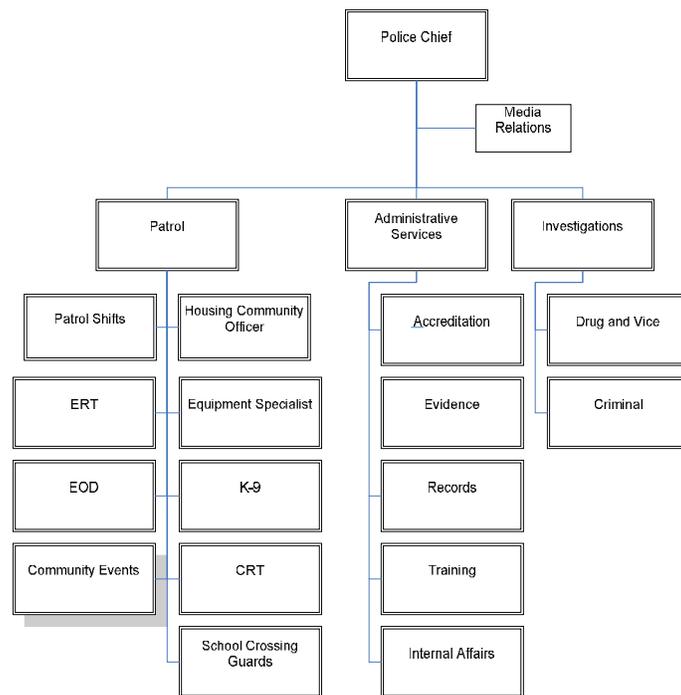
Interpersonal Skills

- Strong level of professionalism.
- High sense of integrity.
- Ability to improve morale.
- Able to relate well with the public.
- Maintain visibility within the community.
- Organized.

ISSUES, PROBLEMS AND OPPORTUNITIES

- Morale is low—needs to take steps to improve departmental morale.
- Improve relations with state and county officials.
- Prepare department for state reaccreditation.
- Help diversify department staff.
- Ongoing study to unify city and county governments.
- Due to retirements, police force is young.
- Limited upward mobility for staff.
- Turnover.

Paducah Police Department Organizational Chart



Visit us on the Web.
www.paducahky.gov

TO APPLY:

For consideration, please send cover letter, resume and salary history to:
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