



Slavin Management Consultants

# CITY OF SELMA, ALABAMA

Seeks qualified candidates for the position of:

## POLICE CHIEF

### ABOUT SELMA, ALABAMA

Selma, Alabama is located in west central Alabama, about 45 minutes from Montgomery, AL, the state capitol. Selma, meaning high seat or throne, is the second oldest city in the state, and was incorporated in 1820. The City is located on a high soapstone bluff overlooking the Alabama River.

Selma has played an integral role in the history of the state of Alabama from the Civil War to Civil Rights. During the Civil War, Selma was a main military manufacturing center supplying munitions and confederate warships including the ironclad Tennessee. In April of 1865, General J. H. Wilson marched into the city and burned much of the town. The battle of Selma was one of the last battles of the Civil War. During reconstruction, Selma again became a major industrial and agricultural center.

In the early 1960's, Selma again made a major impact on the history of the United States as Selma became the site of the National Voting Rights movement. On March 7, 1965, a group of peaceful protesters attempted to march to Montgomery, but were turned back by a brutal attack of law enforcement officers at the foot of the Edmund Pettus Bridge. Today, this protest is known as "Bloody Sunday". On March 21, 1965, Dr. Martin Luther King, Jr. under protection from the National Guard, led a



group of demonstrators over the Edmund Pettus Bridge (now a Black Heritage Landmark), to the State Capitol in Montgomery.

On August 6, 1965, President Lyndon B. Johnson signed into law the Voting Rights Act that guaranteed voting rights for all Americans.

Joseph T. Smitherman served as Selma's mayor until October 2000, when James Perkins, Jr. was elected Selma's first black mayor.

Today, the City of Selma continues to make history with tourism as one of the leading industries in Alabama. "History lives in Selma, from Civil War to Civil Rights and Beyond."

With a mild year round climate, Selma offers opportunities for recreation and special events. The surrounding area provides hunting, fishing and golfing adventures. Residents and visitors alike experience the superb beauty of this city and its surrounding countryside.

Selma's history, both past and future, is found in its buildings, its churches, and its people who continue to move Selma forward as one of Alabama's most progressive small communities.



City Hall

## ABOUT THE GOVERNMENT

The City of Selma has a strong mayor/council form of government. The Mayor is elected at large and is serving in his second 4-year term.

The City Council serves as the legislative branch of the Government.

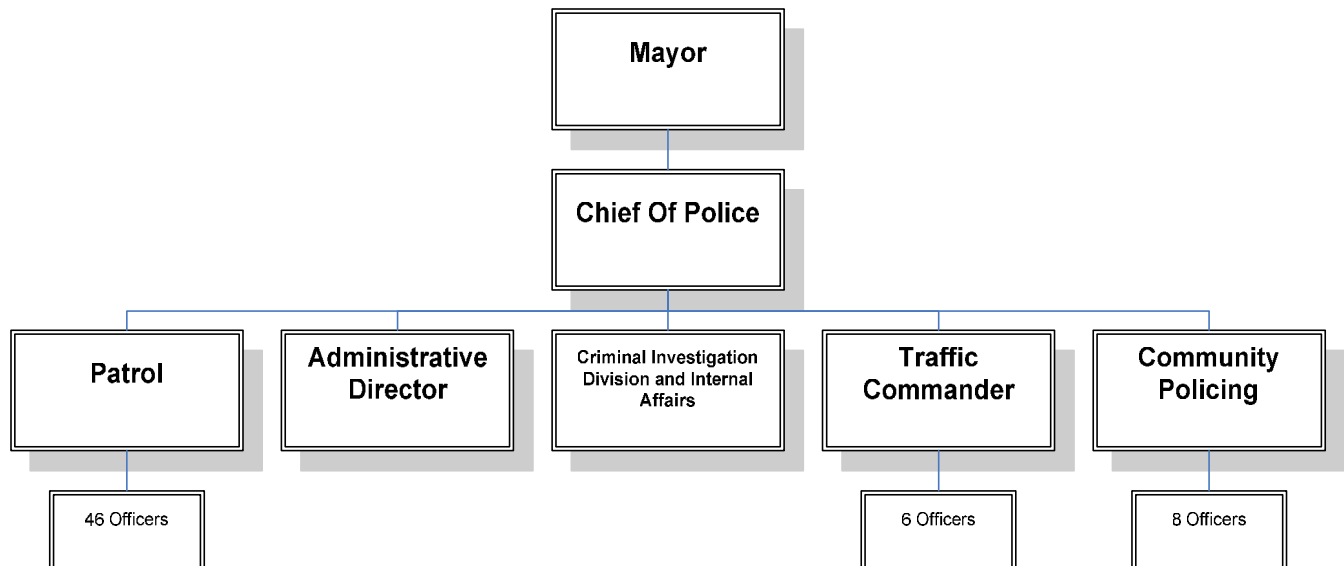
The City Council consist of nine members, eight are elected from wards and the president is elected by a citywide vote.

## ABOUT THE POLICE DEPARTMENT

The Police Department is comprised of five divisions: Patrol, Administration, Traffic, Community Policing, Criminal Investigation Division and Internal Affairs.

The Chief is responsible for directing a staff of approximately 100 employees with 60 sworn officers and overseeing all law enforcement activities for the City.

### Departmental Organization Chart



## ABOUT THE POSITION OF POLICE CHIEF



Reporting directly to the mayor, the chief is responsible for all law enforcement activities for the city. Ensures policies and procedures are followed. Supervises and assigns department employees and ensures proper training and equipment are provided. Prepares department strategic plan. Develops, administers and monitors department budget to ensure set guidelines are followed. Ensures that all cases are assigned and investigated. Assists officers as needed. Ensures staff is properly trained and allocated in order to effectively and efficiently protect the life and property of the citizens of Selma.

Assigns personnel to shifts; ensures each shift has a supervisor and adequate number of personnel. Settles disputes within the department. Conducts regular conferences with chief officers to ensure the efficient administration of the department. Enforces city personnel rules and regulations and applies appropriate discipline procedures. Reviews and approves all shift reports. Conducts site visits to ensure efficient operations. Receives and responds to complaints from the public. Meets with citizens as needed.

Presents community awareness programs to schools, churches and civic groups. Represents the department in matters pertaining to crime prevention and law enforcement as directed by the mayor. Attends public functions as directed by the mayor. Ensures citizens receive fair treatment. Determines what information to release to the media. Attends meetings and coordinates with the public safety committee as needed. Coordinates services with other departments.

Prepares budget corresponding to the strategic plan. Submits the prepared budget to the mayor. Makes modifications to the budget as requested. Obtains final approval of the finished budget. Ensures that the department operates within the constraints of the budget. Approves all payrolls and department purchases. Reviews expenditures to ensure purchases are according to guidelines. Ensures that equipment is purchased for the proper maintenance of grounds and buildings.

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*The mission of the Selma Police Department is to provide efficient, courteous and professional service; to safeguard life and property; to aggressively enforce the local, state and federal laws; to facilitate a community partnership which impacts positively on the quality of life; and to respect the constitutional rights of all citizens to life, liberty and the pursuit of happiness.*

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## ISSUES, PROBLEMS AND OPPORTUNITIES

- Ability to effectively work with public and build confidence in department and rapport with community.
- Ability to effectively assign staff and delegate work to place officers in the proper places.
- Ability to develop strategic vision and lead department to goals. Rewrite SOPs, look for grant opportunities, enhance technology.
- Build employee morale.
- Develop and encourage employee training and career development.
- Look at department pay and recommend changes.
- Address citizen concerns about personal safety, drugs, and violence.
- Aid and enhance the recruitment and selection process in order to fill vacant positions and increase employee retention in order to maximize public safety within the city.
- Improve community's view of law enforcement and its role in the community.
- Ability to place needs of city over individual needs.
- Ability to deal with difficult employee issues.



Selma Public Library

## HOW TO APPLY

This position is considered open until filled. If you are interested in applying, please send your resume with cover letter and salary history to:

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*Compensation: Salary is expected to be competitive based on individual qualifications.*