

CHIEF OF POLICE

RECRUITMENT PROFILE





The Town of Rocky Mount is seeking an experienced professional to serve as Chief of Police. The Chief of Police is responsible for directing the programs and operations of the Town Police Department.

This opportunity is created by the retirement of the Chief of Police after nearly seven years of service in that position.

This recruitment profile provides background information on the community, the Department's operations and its aspirations. It also outlines the qualifications, experience and characteristics determined to be necessary and desirable for the position of Chief of Police.

Qualified candidates are encouraged to submit a cover letter and resume, with salary expectations and professional references, to The Berkley Group via email at eric.salemi@bgllc.net. While the position is open until filled, review of candidates will begin **May 13, 2022**. Inquiries relating to the Police Chief position may be directed to:

Eric Salemi

The Berkley Group LLC.

P.O. Box 181

Bridgewater, Virginia 22812

Email: eric.salemi@bgllc.net

Mobile: (540) 569-6014



COMMUNITY BACKGROUND

The Town of Rocky Mount is located in the center of Franklin County along Virginia's southwestern Piedmont Plateau and consists of approximately 6.5 square miles with a population of 4,903 citizens. The town is situated 20 miles south of Roanoke, Virginia, 25 miles north of Martinsville, Virginia, and 46 miles southwest of Lynchburg, Virginia. This location, between Interstate 81 and Interstate 40, places Rocky Mount within an easy day's drive of all major mid-Atlantic metro areas.

Set in the beautiful rolling hills of the Blue Ridge Mountains, the Town of Rocky Mount has been the seat of Franklin County since its formation in 1786. Bordered by serene farmlands and majestic forested ridges, Rocky Mount is a thriving small town that serves as the county's government, service, business, and cultural center. Rocky Mount enjoys a rich heritage of industry and music, with quiet, peaceful neighborhoods, a low crime rate and small-town charm with easy access to urban conveniences. With an active Arts and Culture District, Rocky Mount's downtown provides an attractive environment for commerce and business. As the eastern gateway to the "Crooked Road," Virginia's Heritage Music Trail, and "Round the Mountain," Southwest Virginia's Artisan Network, Rocky Mount offers unique shopping, dining and recreation opportunities.

The Town of Rocky Mount sits in a region that provides outstanding recreational opportunities for the outdoor enthusiast. The Blue Ridge Mountains offer nature trails, camping, fishing, hunting, horseback riding and the Blue Ridge Parkway. Paddlers enjoy easy access to the Pigg and Blackwater Rivers. Smith Mountain Lake, on Franklin County's eastern border, is a 20,000-acre man-made lake offering a variety of recreational activities including tournament fishing, sailing, boating and windsurfing, championship golf and tennis and exceptional dining and lodging at lakeside establishments. Philpott Lake, to the south, is considered Virginia's best smallmouth bass and trout reservoir. Approximately 20,000 acres of public recreational and open space lands surround Philpott Lake, consisting of the Philpott Lake Management Area, Fairystone State Park and the Fairystone Farms Wildlife Management Area. For hunters, local game includes bear, deer, dove, squirrel, rabbit, quail and turkey.

Rocky Mount's population of 4,903 (2020) is approximately 80.4% white, 15.4% African American, and 3.5% Hispanic. The Median Household Income is \$41,904 (2020) and the poverty rate is 18%. Franklin County has a population, including town residents, of approximately 56,042 (2019). Regional employment is focused on manufacturing, higher education, public administration, health care, and lodging, food and retail services. Carillion Franklin Memorial Hospital is a modern, 37-bed facility offering 24-hour emergency care, MRI, CT and ultrasound diagnostics, intensive care services, nephrology and dialysis care, physical, occupational and speech therapies, respiratory and cardiac care, home health and hospice care, inpatient and outpatient surgeries including endoscopy and advanced laparoscopy and vascular lab services.

DEPARTMENT SERVICES

The Rocky Mount Police Department currently includes the Interim Chief of Police, (2) First Sergeants, (5) Sergeants, (12) Police Officers, and a part-time Community Resource Officer, in addition to (3) part-time sworn officers. Civilian personnel consist of a Records Manager and a Records Clerk.

The Police Department is responsible for patrol duties throughout the corporate limits, working with citizens in neighborhood watch programs, investigations of criminal activities, arresting criminal offenders, providing testimony in criminal trials, issuing citations, code enforcement, parking enforcement on public streets and parking lots, traffic control and signalization, education and crime prevention and other matters related to public safety.

The Police Department also assists other law enforcement agencies by participating in truancy prevention and intervention programs with the Franklin County Public Schools and various safety and crime prevention programs with the Virginia State Police.

The Rocky Mount Police Department is devoted to the concept of community policing and encourages its officers to become involved in community activities and creating a forum of trust with businesses and neighborhood residents.

The Department routinely participates in career fairs and always makes an effort to hire highly qualified and educated persons. All sworn employees continuously receive DCJS training and participate at the Cardinal Criminal Justice Academy in Salem, Virginia.

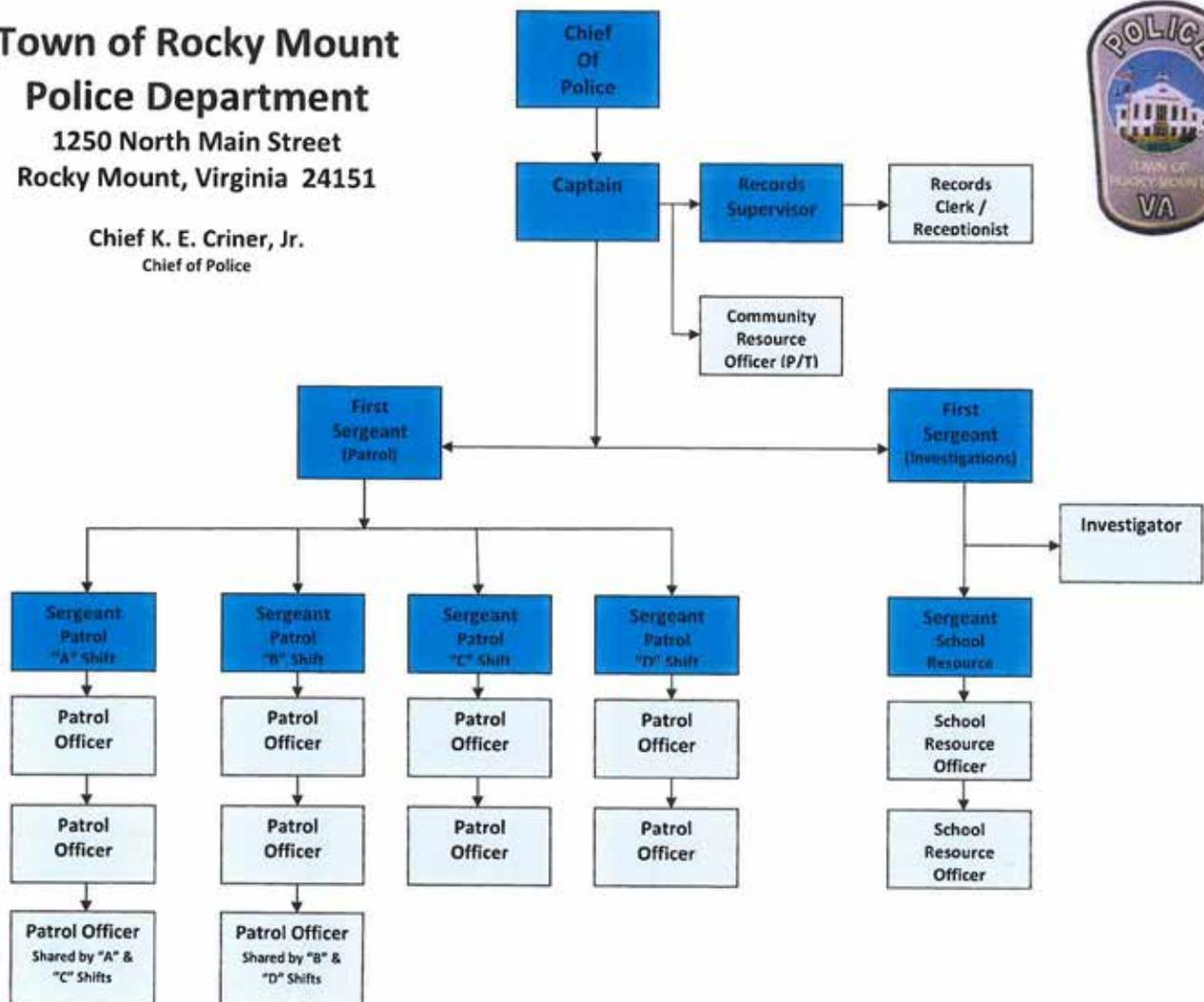
The **Mission of the Rocky Mount Police Department**, in cooperation with the community, is to deter crime and the fear associated with it, and to address issues that affect the quality of life in the town. Our mission is accomplished within the legal and moral standards of our community.

The Department embraces the community-policing concept, which encompasses citizens in crime prevention and detection efforts.

Town of Rocky Mount Police Department

1250 North Main Street
Rocky Mount, Virginia 24151

Chief K. E. Criner, Jr.
Chief of Police





ROCKY MOUNT POLICE DEPARTMENT

1250



POLICE CHIEF RESPONSIBILITIES

- Plans, coordinates, and supervises department operations to ensure the protection of life and property.
- Directs, assigns, and evaluates the work of subordinate sworn officers and staff to ensure that personnel, operations, and programs comply with applicable laws, ordinances, policies, and department standards.
- Advises and assists department personnel on unusual, difficult, or complex matters.
- Schedules and monitors the work of department personnel to ensure the attainment of the Town's public safety goals.
- Oversees the purchase, maintenance, and repair of all department vehicles, equipment, and supplies; supervises inspections.
- Hires, oversees the training of, supervises and disciplines all staff in the Police Department.
- Creates a department focused on customer service and institutes rules and policies as needed to solicit and respond to citizen and customer input.
- May serve as a training officer for the department; ensures that all officers attend annual training sessions as required and oversees the maintenance of training records; supervises the agency certification program.
- Prepares and executes criminal arrest and search warrants.
- Reviews incident, accident and miscellaneous reports for accuracy and completeness.
- Responds to public complaints, questions, and problems in accordance with department guidelines and procedures; conducts internal investigations as warranted.
- Oversees the implementation of town ordinances, policies, and procedures; enforces federal and state laws and local ordinances.
- Responds to department mail; responds to requests for information and records.
- Attends all town council meetings; advises the Town Manager and governing authority on law enforcement issues.
- Coordinates community awareness programs with the media; approves media releases and conducts media presentations.
- Prepares and recommends the annual department operating budget, monitors expenditures under the current budget.
- May supervise and participate in the investigation of traffic accidents and criminal offenses committed within town jurisdiction; supervises collection and custody of evidence and contraband.
- Coordinates investigations with other law enforcement agencies.
- Develops and implements operating policies and procedures for the department.
- Attends professional meetings, hearings, and conferences; serves on various boards, committees, and panels.
- Performs other related duties as assigned.

CHALLENGES, ISSUES & OPPORTUNITIES

The new Chief of Police will need to work with the community to build a strong, trusting relationship. Transparency will be key to those endeavors and the new Chief of Police will be the primary point of contact for the Police Department to ensure citizens are informed and heard.

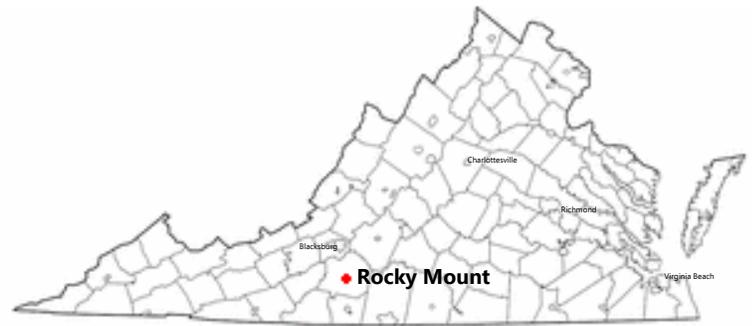
The Chief of Police will also have the unique opportunity to work with a very receptive Town Council and Town Manager in continuing the important work of improving recruitment and retention issues facing the law enforcement community.

As an active and visible resident of Rocky Mount, the Chief of Police will work with a focus that builds relationships with the citizens, business owners, and other community and regional stakeholders.



POSITION PROFILE

Police Chief, Rocky Mount



QUALIFICATIONS, EDUCATION & EXPERIENCE

The following education and experience factors are the expected qualifications for successful performance:

- Three to five years of successful leadership at a division level in an organization with comparable responsibilities; possessing a broad skill set appropriate to the breadth of town police operations. Local government experience in Virginia as a Police Chief or Deputy Chief is desirable. Past service in a smaller community would be a plus.
- Knowledge and level of competency commonly associated with the completion of a baccalaureate degree in a course of study related to the occupational field. Master's Degree preferred.
- Experience sufficient to thoroughly understand the diverse objectives and functions of the department in order to direct and coordinate work within the division/department, usually associated to require at least five years of related experience in a leadership capacity.
- Experience sufficient to thoroughly understand the diverse objectives and functions of the department to direct and coordinate work within the division/department, usually associated to require at least five years of related experience in a leadership capacity.
- Possession of or ability to readily obtain a valid driver's license issued by the State of Virginia for the type of vehicle or equipment operated.
- Ability to meet current requirements set forth by the Department of Criminal Justice Services for the State of Virginia, and pass a thorough background investigation.
- A record of being an active member of one's community, through participation in local service organizations and volunteer activities.
- A demonstrated commitment to ongoing professional development through participation in organizations such as the International Association of Chiefs of Police and the Virginia Association of Chiefs of Police, NOBLE, NAWLEE, HAPCOA, etc.
- Any combination of education and experience that qualifies an applicant may be considered in lieu of the more specific criteria listed above.

PERSONAL TRAITS & DESIRED CHARACTERISTICS

- Absolute integrity, ensuring ethical, equitable, honest, fair, open and personable interactions with all town employees and community members.
- Professionally competent, with confidence tempered by humility.
- Excellent communications and interpersonal skills, including the ability to listen effectively and understand differing views; empathetic. An emotionally intelligent, confident public speaker.
- Strong leadership skills, in the government organization, the community, and the region; visionary, proactive, and decisive; able to facilitate the blending of differing points of view into a reasonable approach for community betterment.
- Must be an objective decision maker. Decisions should be made in an emotionally intelligent manner, based on the fair consideration of all facts and concerns.
- Must be a subscriber to the Community Policing and Fair and Impartial Policing concepts of policing.
- A promoter of teamwork and collaboration among town departments, with Franklin County, and across the region.

PERFORMANCE EXPECTATIONS

- Short-term, immediate actions will be to engage with staff and the Town Manager, review department policies and procedures, understand the budget, and get up to speed on active issues and projects.
- Facilitating innovation and positive change while demonstrating an appreciation for the community's culture and history.
- Active and visible participation in community activities as a member of the community.
- Accessible and responsive to citizen concerns and issues; listening, understanding, providing timely follow-up, and facilitating creative solutions.
- A commitment to open and transparent government; promoting a positive and interactive relationship with town citizens and stakeholders; encouraging citizen engagement.
- Effective communications with all stakeholders; presenting information in a form understandable to various audiences.
- Fair and equitable treatment of town employees and departments.

COMPENSATION & BENEFITS

Compensation for the Chief of Police will be between \$85,000 and \$105,000 depending on qualifications and experience. The successful candidate will be offered a benefits package including participation in the Virginia Retirement System, health insurance coverage, paid time off, deferred compensation, professional development support, a take home vehicle, and cell phone stipend

APPLICATION PROCESS

Initial review of candidates will begin May 13, 2022. Applications received after that date may be considered until the position is filled, however, it is anticipated that zoom interviews with selected candidates will be conducted during the week of May 23, 2022, through May 27, 2022. Timely submittal will ensure the most advantageous review. To be considered, please submit a cover letter and resumé, with salary expectations and professional references, to The Berkley Group, via email at eric.salemi@bgllc.net. Questions may be directed to:

Eric Salemi

Director of Public Safety

The Berkley Group LLC

P.O. Box 181

Bridgewater, Virginia 22812

Email: eric.salemi@bgllc.net

FOR ADDITIONAL INFORMATION

Visit <https://www.rockymountva.org/>

The Town of Rocky Mount is an Equal Opportunity Employer