



Position Announcement
POLICE CHIEF
Maximum 36-month Appointment

Located in southeast Michigan in the greater Detroit metropolitan region, Auburn Hills is one of the many dynamic and successful communities that make up Oakland County. Perhaps best known as the headquarters community of Fiat Chrysler Automobiles, the City is also home to numerous North American and world headquarters from thirty-two countries. With a residential population of approximately 23,000, the weekday daytime population swells to nearly 100,000 as thousands of people commute into the City for work or to attend classes at one of our four colleges and universities. Within our seventeen square miles is a host of small and big businesses, including high-tech companies that are defined as research & development or advanced manufacturing. Our housing stock offers something for everyone, and our efforts to create diverse housing and active lifestyle options has earned us the designation of a “community for a lifetime”. Geographically located along the I-75 and M-59 corridors, Auburn Hills has the enviable position of being easily accessible to the entire metropolitan Detroit region.

Auburn Hills is currently seeking a dynamic professional who is enthusiastic about leading an already highly successful police department, but willing to serve in the capacity of Police Chief for a period of time not-to-exceed three years. We have identified an internal candidate who we wish to promote in two to three years. Our next chief will not only lead the department, but will continue to mentor and prepare our internal candidate for the position. Our current police chief is retiring after having served the community with distinction for twenty-four years; the last twenty-one as Police Chief. The department has 36 sworn patrol officers, a detective bureau with five detectives, a command group with seven sergeants and two lieutenants, and a number of support personnel in various capacities. Our Public Safety building is no doubt impressive with an indoor range, emergency operations center (EOC), fitness center and locker rooms, heated garage for patrol cars, and numerous other amenities that support the highest level of local law enforcement professionalism. The current year budget for the department is \$8.5 million.

The city has a Council-Manager form of government with the Police Chief appointed by the City Council upon recommendation by the City Manager. The Police Chief reports to the City Manager and is a member of his executive team. The current city manager has been employed with the city in a management capacity since 2001, the last four as City Manager. The role of Police Chief is a key and highly visible position in the community and will be recruited with the following quality factors paramount in the search.

- Having knowledge of high-liability issues, community policing strategies, changing community and workforce values, budget resource management, and technology systems and applications.
- Demonstrating skills in leadership, communication, collaboration, decision making, problem solving, finance and resource management, strategic planning, and emergency management.
- Possessing the ability to establish trust and confidence, create and sustain an ethical organizational culture, enforce the laws fairly and impartially, apply critical thinking to problem solving, exercise good judgment in decision making, develop effective community relationships, provide visionary and adaptable leadership, and assess and respond to community concerns.
- Having more than 10 years of law enforcement management experience.
- Possessing a minimum of a Bachelor's Degree with an advanced degree preferred (e.g., a master's degree in public administration, organizational leadership, or criminal justice) and management training through the FBI National Academy, IACP Center for Police Leadership, University of Louisville Southern Police Institute, Michigan State University School of Police Staff and Command, or Northwestern University School of Police Staff and Command.
- Experience in a police executive command position in a department that is comparable in size and complexity, or larger.
- A proven track record in successful labor/management relations.

The successful candidate should be prepared to enter into an employment contract with a start date in May, 2018. The salary range for this position is \$84,925 - \$108,115, DOQ. The most highly qualified and desired candidates can expect a starting salary at or above the midpoint of this range. Candidates should possess a minimum of a Bachelor's Degree in criminal justice or closely related field of study, with a Master's Degree preferred. Experience in a community of similar or greater size and complexity is required. Additional education and experience requirements are contained within the position description and can be found in the employment section of our website. The city offers a comprehensive benefits package that includes medical insurance, dental, optical, and prescription, and a highly competitive employer contribution to a 401(k) and retirement health savings plan.

To learn more about our community, visit www.auburnhills.org. Your cover letter and resume shall be sent to: Mr. Thomas A. Tanghe, City Manager, 1827 North Squirrel Road, Auburn Hills, Michigan 48326. The position will remain open until filled.

The City of Auburn Hills is an Equal Opportunity Employer