

Police Chief – City of Hopewell, Virginia

City of Hopewell, Virginia

Recruitment Announcement



Police Chief



Professionalism ~ Integrity ~ Justice



Police Chief – City of Hopewell, Virginia

The Position

The City of Hopewell's next Police Chief will lead a fully accredited department with a stellar record and strong community engagement. The Department received its first four year re-accreditation award in 2017 with a perfect review.

The Organization

The City of Hopewell operates under the council-manager form of government. Citizens of Hopewell elect a seven-member council who serve 4-year terms. The Mayor and Vice Mayor are chosen and voted on by the Council itself and serve in their roles for two years. The City Manager is appointed by the Council and oversees the delivery of public services through the City departments. There are 12 departments within the City including Economic Development, Finance, Fire, Human Resources, Information Technology, Intergovernmental & Public Affairs, Planning and Community Development, Police, Public Works, Recreation & Parks, Risk Management, Social Services, and Water Renewal. Our Constitutional Officers who are elected officials include the Circuit Court Clerk, Commissioner of the Revenue, Sheriff, Treasurer as well as the General Registrar, who is appointed by the Electoral Board.

The City of Hopewell manages a municipal workforce of over 400 employees and have an adopted FY2019 General Fund Budget of \$52,918,072.

Community Profile

Hopewell is an independent, historic, riverfront city adjacent to Prince George and Chesterfield Counties, as well as the Fort Lee Military Installation. Hopewell is centrally located and is only 21 miles south of Richmond, Virginia and approximately 130 miles south of Washington, DC. According to the US Census Bureau, the population of Hopewell as of 2016 is 22,735.

Hopewell is known for industry. In 1912, E.I. DuPont purchased 1,600 acres of land in Hopewell to start a guncotton plant supporting WWI. In 1915, a fire so devastating it was reported nationwide, destroys downtown. In 1916, Hopewell incorporates and rebuilds. Hopewell is deemed the "Wonder City" for its ability to bounce back. Currently, Hopewell is home to four Fortune 1000 companies and is on the rise again.

Hopewell is a diverse community, with its origins a century ago as an *industrial* town, Hopewell is now in a rebirth as an *industrious* city.

Police Chief – City of Hopewell, Virginia



Hopewell is known for the rivers. It is situated at the confluence of the Appomattox and James Rivers providing spectacular views. A 2015 William & Mary College study recorded 236 mating pairs of bald eagles on the James River. Multiple regional and national fishing tournaments are held out of the City Marina. The Hopewell Riverwalk will connect the City's historic downtown to the City Marina. Phase I is scheduled to be completed by the end of 2018.



Hopewell is known for the small town atmosphere. The Beacon Theatre anchors downtown Hopewell with over 175 shows and events annually. As part of the Virginia Main Street Program, Downtown Hopewell has experienced recent revitalization. Downtown businesses consist of a coffee grinder, pie shop, boat manufacturer, coffee shop and bakery, antique shops, fitness centers, award winning BBQ restaurant, and a diner first opened in 1927. Plans for over 500 apartment units within the downtown area over the next 3-5 years will transform not just downtown, but the entire City.

City of Hopewell Vision

Our Vision: We endeavor to be a city, ever evolving, with a small hometown atmosphere, taking advantage of our regional location and riverfront assets. We desire to cultivate a healthy and prosperous citizenry with good character, who work together, look to the future, that show great pride in our schools, neighborhoods, businesses and ourselves.

For more information regarding the City's Vision, visit: [Hopewell Comprehensive Plan 2028](#)

Police Chief – City of Hopewell, Virginia

Groundbreaking for New Police Facility

The new state of the art police facility will be constructed at an estimated cost of \$4.8 million dollars. The one-story, 14,017 square foot design includes vastly improved amenities to accommodate the police department's various services, as well as the capacity to manage the police department's growth in the future, and provide on-site parking for the public.

The facility will be equipped with larger administrative and records rooms, a modern and consolidated 911 Telecommunications/Dispatch Center, In-house Magistrate's Teleconference room, training classroom, fitness center, and dedicated Uniform Patrol and Investigative Services Divisions.

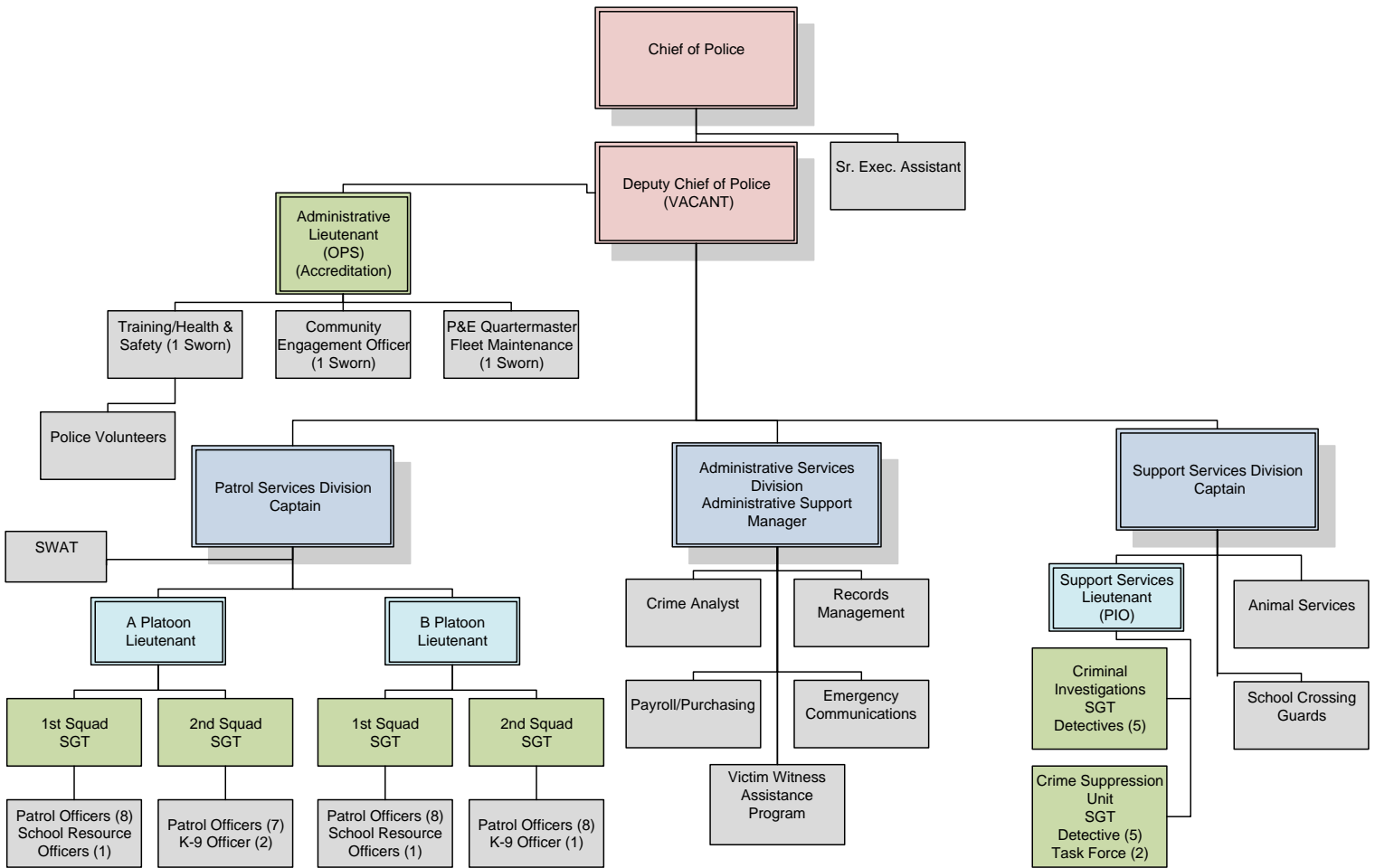
"It is with great pleasure to see the Hopewell Police Department finally get a facility that they deserve. I am proud that the city council members were able to come together and provide a facility to better meet their needs. The city is very fortunate to have such a distinguished police department that continues to strive to protect our citizens and improve the community. To be a part of this exciting event is very humbling," said Mayor Jackie Shornak. The estimated completion date is March 29, 2019.



Police Chief – City of Hopewell, Virginia

Department Profile

The Hopewell Police Department has 65 full-time sworn positions authorized, 31 full-time civilian positions authorized, 11 of which are part-time. The Hopewell Police Department includes the Support Services Division which oversees the Crime Suppression Unit, Criminal Investigations Unit, Animal Control Services Unit, and the School Crossing Guard; the Administrative Services Division; Emergency Services; Crime Analyst; Patrol Services Division; Property and Evidence Unit; Training Department; Community Police Officers, School Resource Officers, Police Volunteers and Police Explorers. The following chart reflects the departmental organization and staffing:



**HOPEWELL POLICE DEPARTMENT
ORGANIZATIONAL CHART
6/15/2018**

Police Chief – City of Hopewell, Virginia

Hopewell Police Department Mission Statement

The mission of the Hopewell Police Department is to provide the community with the highest level of innovative policing through professionalism, integrity, and justice. The department ensures courteous, equal, and fair enforcement of the laws of the City of Hopewell and the Commonwealth of Virginia.

Hopewell Police Department Values

“We, the members of the Hopewell Police Department, recognize our profound duty to uphold the public trust. We will consistently demonstrate loyalty, trust, respect, integrity, and honesty in all our endeavors. These values are the foundation upon which our professionalism is based.”

Hopewell Police Department Vision

“The Hopewell Police Department will continue to grow and evolve as we dedicate ourselves to providing the highest level of service and professionalism to our community. We are committed to excellence and innovation that will assist in providing the highest quality of life for our citizens through strategic policing and community engagement.

Community Outreach

The Community Outreach is a partnership between the Police Department and the community as a whole. It is a joining of forces with citizens, businesses, civic groups, schools, the press, and the faith-based community to provide the best communities that would invite the best possible citizens to come visit and live here in Hopewell. Partnerships include: Neighborhood Watch programs, Proactive Community Police Officers, Crime Solvers program, Police Volunteers, Police Explorers, Volunteer Chaplain program, School Resource Officers, and Crime Prevention programs. Activities such as Fugitive Friday and Central Virginia’s Most Wanted are just a few examples of ways that we are getting and staying involved in the surrounding communities and doing all we can to keep Hopewell a thriving community.

Police Chief – City of Hopewell, Virginia

Accreditation



The Hopewell Police Department received its first four year re-accreditation award in 2017 with a perfect review. The department continues to work to maintain the standards required for accreditation with the Virginia Law Enforcement Professional Standards Commission (VLEPSC). There are currently 190 standards for accreditation, and over 580 requirements within the standards, that need to be met and documented to maintain accreditation. There are currently only 97 law enforcement agencies accredited through VLEPSC out of over 400 law enforcement agencies in the Commonwealth of Virginia.

Accreditation is a coveted award that symbolizes professionalism, excellence, and competence. Employees will take pride in their agency knowing that it represents the very best in law enforcement. To obtain accreditation, a law enforcement agency must meet all applicable program standards, maintain their accreditation files on an ongoing basis, and provide annual verifications of compliance as required by the Accreditation Commission.

The Hopewell Police Department continues their commitment to professionalism and their willingness to be measured by and compared to the best in the profession. Accreditation is one of the only means by which citizens and government leaders can be assured that an agency is maintaining the high performance standards which are expected of them.

“The State Accreditation process ensures that the Police Department policies are of the highest standard and that the policies are adhered to. This recognition is independent confirmation of the professionalism and high quality of police services provided by the Hopewell Police Department.”

The Ideal Candidate

The City is seeking a dedicated, forward-thinking professional with extensive experience in law enforcement. The ideal candidate will be an innovative, progressive police professional, who is community-oriented, engages with employees at all levels, and has had demonstrated success in change of leadership. The next Police Chief will demonstrate the highest level of personal and professional integrity, can lead the department in culturally rich and diverse community, and work effectively to continuously improve police operations, public safety, and department morale. The candidate will be open and approachable, a clear communicator, and visible in the community and in the department at all levels. The ideal Police Chief will be a strong leader that is an active listener who will be firm, fair, and hold themselves, command staff, and all officers and staff to the highest levels of service and integrity. The candidate will have excellent diplomacy and relationship building skills to foster positive and cooperative interactions with elected officials, city leadership, city departments, local, state and federal agencies and the community.

Police Chief – City of Hopewell, Virginia

Qualifications

The minimum requirements for the position include:

- Bachelor's degree in criminal justice administration, law enforcement, or related field and extensive experience in police administration including extensive managerial experience, or equivalent combination of education and experience
- Minimum of ten (10) years of progressively responsible law enforcement managerial and leadership experience including five (5) years of law enforcement experience in a senior manager position.
- Valid Law Enforcement Officer Certification from Virginia DCJS, or be eligible for certification within twelve (12) months.

Compensation and Benefits

The City offers a competitive salary that is negotiable based on qualifications and experience. The successful candidate will have access to a comprehensive benefits package that includes:

- Paid Time Off
- Paid Holidays
- Health and Dental Insurance
- Short- and Long-term Disability
- Group Life Insurance
- Virginia Retirement System (VRS)
- Flexible Spending Accounts
- Employee Assistance Program
- Tuition Assistance Program
- Professional Development Opportunities

For more information regarding the City of Hopewell's benefits package visit: <http://hopewellva.gov/benefit-plans/>

Application & Selection Process

The application deadline is July 30, 2018. The City Manager will select finalists who most closely meet the established criteria. Finalists will be evaluated by a panel consisting of community members, police chiefs, and chief administrative officers in Hopewell. For more information, please contact Renia Coles, Human Resources Director, at rcoles@hopewellva.gov.

For a complete job description and information on how to apply for this exciting opportunity, visit www.hopewellva.gov/city-jobs/