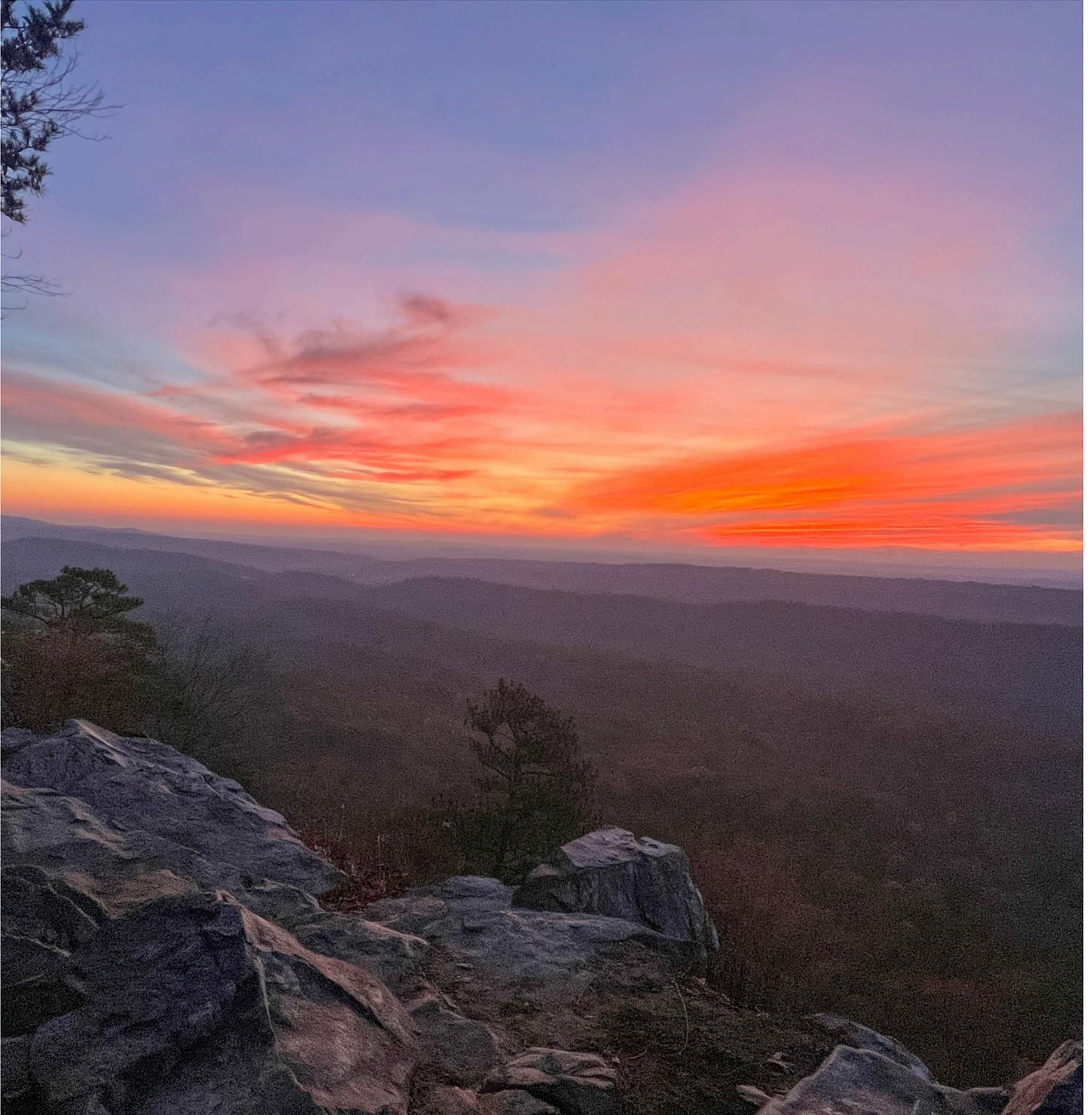


NATIONAL SEARCH
Chief of Police
PELHAM, ALABAMA



Pelham

A path apart.



Pelham is home to Oak Mountain State Park, which is known for its stunning views and a vast variety of outdoor activities.

THE OPPORTUNITY



A search is underway to attract a highly qualified candidate to lead the Pelham Police Department.

This is truly a rare and incredible opportunity to lead a progressive law enforcement agency in a community that supports and values its police officers. After two years of dedicated service to our community, Chief Brent Sugg is unexpectedly relocating to his home state of Oklahoma due to family circumstances. While we are sad to see him go, we are incredibly grateful for the progress made under his leadership. We are confident that the right candidate is out there to build upon the strong foundation Chief Sugg has established and to continue moving the Pelham Police Department forward.

The City of Pelham is well known for its commitment to community-oriented policing and seeks to continue fostering relationships built on trust while being progressive toward the fight against crime and improving public safety. Pelham is looking for a Police Chief who is passionate about that mission. The strongest candidates are excellent communicators who are comfortable holding themselves and their staff accountable for advancing the department's mission.



CITY LEADERSHIP

The City of Pelham operates under the Mayor/Council form of government with a City Manager by ordinance.

The Pelham City Council sets the overall vision of the City and sets priorities through the annual budget. The Council also approves ordinances, which become the City's local law. The Mayor serves as the policy head of the City and appoints the Fire Chief and Police Chief with City Council approval. The City Manager is responsible for the day-to-day operation and leadership of the governmental functions in the City and serves as the City's Chief Administrative Officer. The City Manager receives direction from and reports to the City Council.



The City of Pelham has an exceptional team of department heads whose members appreciate the city government's interdependent nature. Trust is high in the group, and each member is supported and encouraged professionally and personally. Because of this, we have recruited an outstanding and diverse group of leaders. The team includes veteran Pelham employees, those with senior-level experience at other municipalities, including Birmingham, Tuscaloosa, Alabaster, Pensacola, Florida, and Buffalo, New York, and industry experts from the private sector fields of hospital administration, engineering, and higher education. Others are paying attention to the high-caliber leadership team in Pelham and the positive impact we are making in our community. Pelham's previous Director of Development Services was recently appointed as the Shelby County Engineer, and the former Director of Parks and Recreation was recruited to the City of Asheville, North Carolina, one of the country's fastest-growing cities.

THE COMMUNITY

Incorporated in 1964, Pelham is Shelby County's second-largest city with more than 24,000 residents. Pelham boasts unmatched indoor and outdoor recreational opportunities, a community-inspired school system, and a diverse mix of businesses of all sizes. Our residents enjoy an unparalleled quality of life.

Pelham, Alabama, is a recreation and entertainment destination which helps the City offer and maintain premier amenities and services that enhance the quality of life for those living, working, and visiting the city.

Consistently ranked one of the safest cities in Alabama, Pelham is recognized as One of America's Best Small Towns (Money Magazine), Best Suburbs to Buy a House in America, Places to Live in Alabama, and Places with the Best Public Schools in Alabama (Niche).

Extensive information regarding Pelham and the investments in services and amenities can be found on the City's website, www.pelhamalabama.gov.



LIVING IN PELHAM

Pelham is home to Oak Mountain State Park, Alabama's largest, at 11,584 acres. It draws nearly 780,000 visitors per year.

Ballantrae Golf Club is a favorite for residents and visitors amongst public golf courses and was recently ranked the 4th best public golf course in Alabama (Best Things Alabama).

The Pelham Civic Complex & Ice Arena is home to The Birmingham Bulls, a Southern Professional Hockey League team, and boasts two NHL size sheets of ice and more than 7,000 square feet of banquet space.

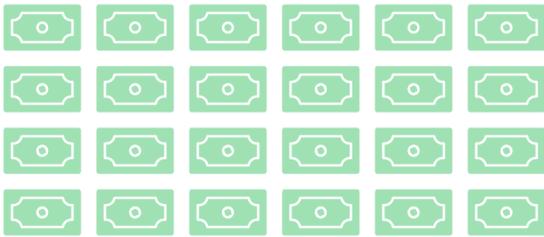
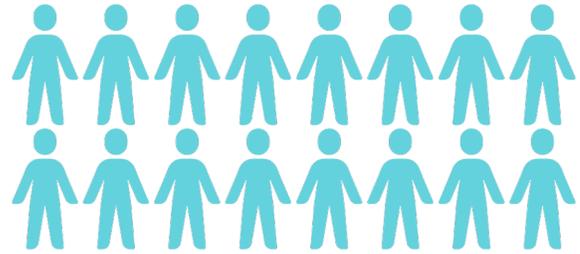
The Pelham Racquet Club hosts an annual United States Tennis Association Pro Circuit women's tournament that attracts top players from around the world.



BY THE NUMBERS

POPULATION

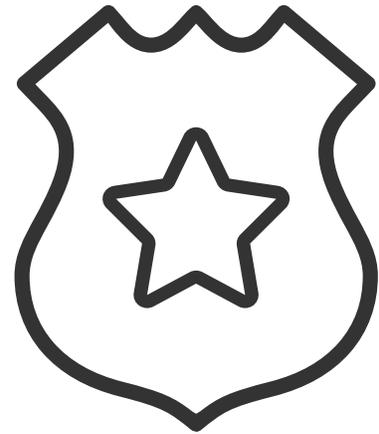
25,412 A 4.8% increase from 2020



MEDIAN HOUSEHOLD INCOME **\$94,108**
In 2022 dollars



TOTAL CITY BUDGET
\$70M



POLICE BUDGET
\$12.2M



THE DEPARTMENT

The Pelham community truly appreciates and supports its police! We are consistently ranked one of the safest cities in Alabama thanks to the professionalism, dedication, and bravery of the men and women of the Pelham Police Department.

Pelham PD is also known for having the most highly trained officers and cutting-edge technology in the state. Members are often called upon to assist other agencies with investigations, many of which are high-profile. The City Council is highly supportive of Pelham PD's mission and commitment to excellence. Business owners cite the quality of our police and the availability of a quality workforce as the primary factors in choosing to set up shop and call Pelham home.

The Pelham Police Department is a modern, progressive, full-service municipal law enforcement agency dedicated to the ideal of providing superior police services to the community it serves. It is made up of 73 sworn officers, 14 dispatchers, two records clerks and one administrative employee.

The Chief of Police is responsible for the leadership and overall management of the police department, which is comprised of four operating divisions: Patrol, Criminal Investigations, Communications and Records, and Administrative Services. Personnel from some of these divisions also staff specialty units that provide unique or specialized services as needed.

The Patrol Division is the most visible and recognizable element of the Pelham Police Department. It is divided into two, 12-hour shifts that provide police services within the City of Pelham 24 hours a day, 365 days a year.

The Criminal Investigations Division has the general responsibility of follow-up investigations of all felony and serious misdemeanor crimes committed within the city limits.

The Communication & Records Division consists of the Police & Fire 9-1-1 Dispatch Center and the Records Office, which are responsible for dispatching calls for service to police and fire units and storage of police records for the department and the public.

The Administrative Services Division is responsible for research to develop, update, and implement rules, regulations, and general orders governing the operation of the police department. Additional duties include personnel recruitment and retention, inspection services, internal affairs, budgeting, and accounting.

SPECIALTY UNITS

- Bike Unit
- Code Enforcement
- Drone Pilots
- Emergency Services
- Evidence Technicians
- Field Training Officers
- Honor Guard
- K-9
- Motor Scouts
- Traffic Operations



THE POSITION

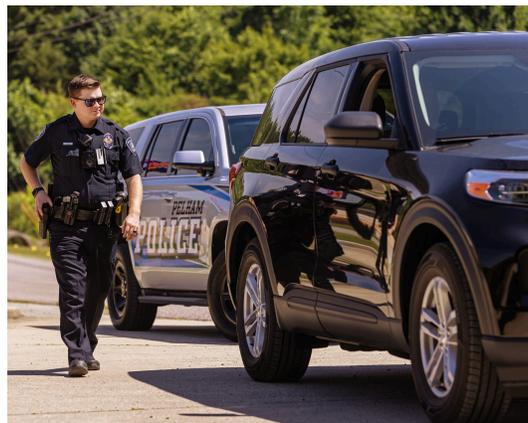


The Chief of Police is an integral member of the City's leadership team and reports to the City Manager.

The Police Chief plans, directs, and controls patrol, traffic, criminal investigation, and related police services and activities, and supervises all department employees' training, assignments, and discipline.

ESSENTIAL DUTIES

- The Chief is responsible for enforcing all City ordinances and state laws/regulations for which the Police Department is accountable.
- Benchmarks the department against best practices in law enforcement to develop and implement policies, procedures, and effective community policing techniques consistent with all applicable laws.
- Employs intelligence-led policing strategies to determine the most effective and efficient use of resources to achieve the department's mission.
- Prepares and manages the department budget.
- Coordinates law enforcement services with other agencies regarding new programs, special department activities, and shared services.
- Serves others as a positive and encouraging energetic leader.
- Keeps the Mayor, City Manager and City Council apprised of changes impacting city safety and best policing practices.



IDEAL CANDIDATE

The ideal candidate will be a visionary who can enthusiastically embrace challenges and opportunities for improvement.

Pelham is seeking a highly skilled decision-maker and developer of talent who can ensure the Police Department moves forward to meet the future in an industry that faces new challenges every day. The City is looking for the following skills, attributes, and characteristics in the next Chief of Police:

SEASONED

An accomplished professional with experience managing, supervising, evaluating, and mentoring others.

ALLY

A team player who promotes cooperation between the department and community stakeholders.

UNIFIER

A genuine individual who builds strong relationships within the Police Department, with the community, and across all city departments.

HUMBLE

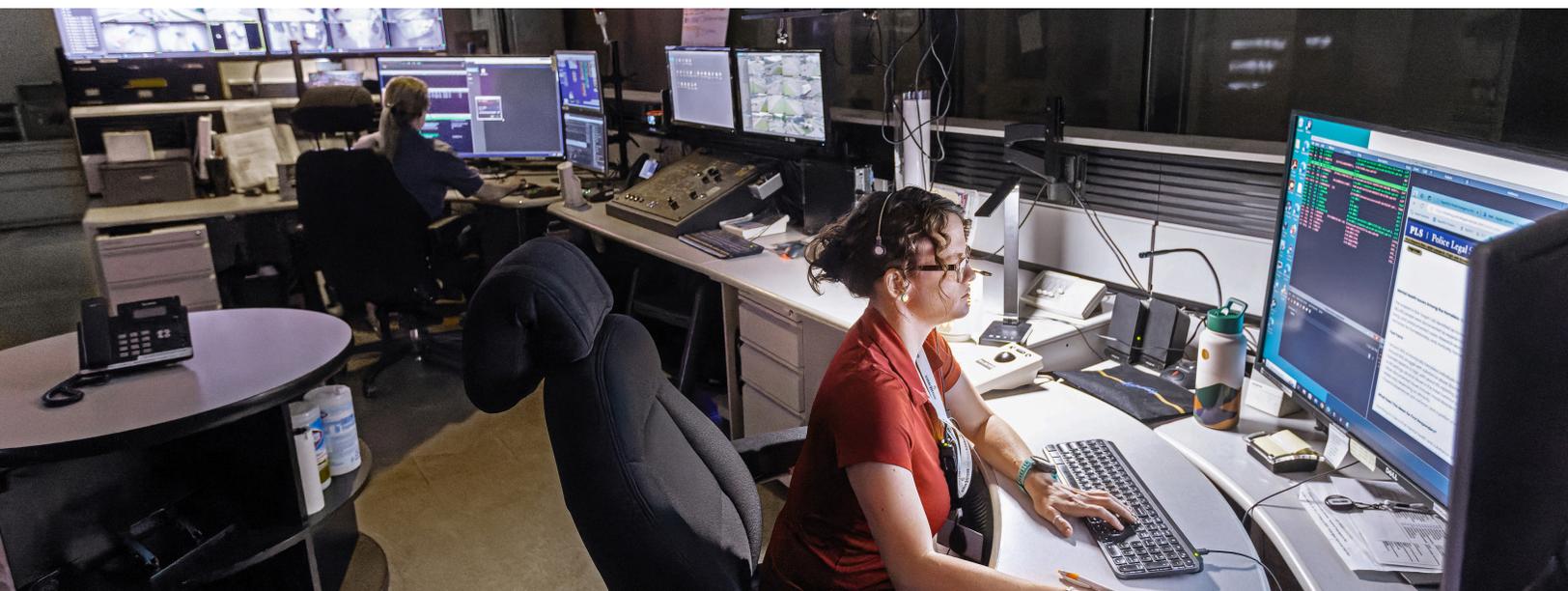
An approachable leader who listens to all types of feedback, is willing to act, and accepts responsibility for mistakes.

PROGRESSIVE

An innovative thinker who understands the importance of technology as it relates to modern-day policing.

STRATEGIC

A visionary who will develop and implement a strategic focus on increased public safety by utilizing crime trends and data to support and direct prevention efforts.



QUALIFYING CRITERIA

EDUCATION

Must possess a Bachelor's degree in Criminal Justice, Psychology, Law Enforcement, Police Science, Criminology, Public Administration, Business Administration, or a related field from a regionally accredited college or university. A Master's degree in a relevant field is preferred.

EXPERIENCE

A minimum of five years as a Police Chief in a similarly-sized jurisdiction or as a high-level commander/administrator is required.

EXECUTIVE DEVELOPMENT COURSES

Graduation from the Federal Bureau of Investigation National Academy, Southern Police Institute Administrative Officers Course or Command Officer Development Course, Northwestern School of Police Staff and Command, or a comparable, comprehensive police executive leadership program is preferred.

OTHER REQUIREMENTS

Within six (6) months of the hire date, the employee must establish primary residence within Shelby County, with a residence within the Pelham city limits preferred. The employee must also possess and maintain a valid driver's license issued by the Alabama Law Enforcement Agency. All required licenses and certificates, as mandated by local, state, and federal laws or as required herein, must be maintained as a condition of continued employment.

COMPENSATION & BENEFITS

The salary range is \$134,659 - \$183,527. Starting compensation is based on qualifications and experience. The City provides an excellent array of benefits, including Tier I retirement through the Retirement Systems of Alabama and health, dental, and vision insurance. A complete list of benefits is available at www.pelhamalabama.gov.

APPLICATION PROCESS

Email your cover letter and resume to Human Resources Director Tracy Hill at thill@pelhamalabama.gov. The first round of applications will be reviewed on February 12, 2025.