



City of **Akron, Ohio**
Chief of Police

Recruitment Services Provided by Ralph Andersen & Associates



An Outstanding Promotional Opportunity

A search is underway to attract the next Chief of Police to lead the Akron Police Department (APD), with the highest levels of professionalism, integrity, transparency, and accountability.

Events around the country have underscored the need for, and importance of, lasting collaborative relationships between the police and the community. The City of Akron's Mayor and leadership team are eager to make meaningful, evidence-based changes that enhance both community trust and public safety. With strong civic and community support, positive changes are already underway. The City of Akron is ethnically and culturally diverse, and the successful candidate will have the opportunity to engage with Akron's many neighborhoods, from its youth to its senior population, and will be committed to building trust among all residents.

Akron seeks a proven community-minded leader with recognized communication skills, the utmost integrity in ethical standards, and a commitment to transparency who will thrive as the leader of this dynamic organization. Top candidates will have a stellar public safety career with experience successfully managing organizational changes and advancing collaboratively crafted, comprehensive reforms as typified by those recommended by the President's 21st Century Policing Task Force. This leader will understand the various community policing models and will implement strategies that help reduce crime and violence while ensuring a culture of fair and principled policing that meets the service needs of the community.

About Akron, Ohio

Akron is a mid-size municipality with the cultural amenities of a larger city, but the charm and connectedness of a small town. Akron has a strong reputation as an affordable, opportunity-rich city where the goals of home ownership, entrepreneurship, family, and community are attainable and accessible. Akron is the fifth-largest city in the State of Ohio and is the county seat of Summit County. It is located about 38 miles south of Cleveland. The last official US Census in 2020 recorded Akron's population at 190,164. Projections based on the Census place the 2024 population at approximately 186,917, making Akron the 137th largest city in the United States. Akron was once known as the Rubber Capital of the World, and still serves as the headquarters of Goodyear Tire and Rubber and Bridgestone Americas. Today, the healthcare industry claims the most employees in Akron, with Summa Health, the world-renowned Cleveland Clinic, and regional leader Akron Children's Hospital being the top employers in the area. The cost of living in Akron is extremely competitive, making it a great option for young professionals and families alike. The median home value in Akron is just \$80,000, making this city one of the most affordable places in the US for home buyers. This affordability translates across sectors. For instance, healthcare costs in Akron are 16% less than the national average, as are goods and services costs. Schools in Akron make up the 5th largest school district in Ohio and enroll around 22,000 students in total. Akron Public Schools (APS) is a frontrunner in transforming high school education with the implementation of the groundbreaking College and Career Academies model. This program reinvents the traditional high school experience into an innovative model that prepares all students for life, linking academic subjects to college majors and career sectors. APS features flexible open enrollment, award-winning programs, and students, and boasts a strong partnership with the LeBron James Family Foundation to assist Akron's most vulnerable students and families. In addition to the public schools, families in Akron can choose from 130 private schools, including 4 high schools, as well as 18 charter schools, including 7 high schools.

Surrounded by abundant greenery, featuring multiple indoor and outdoor entertainment venues, and adjacent to the Cuyahoga Valley National Park, Akron is a playground for active travelers. Downtown Akron features a vibrant arts scene, a state-of-the-art minor league baseball stadium, an array of restaurants and breweries, meeting and convention facilities, the University of Akron, the Akron Art Museum, Bounce innovation hub for entrepreneurs, a nationally recognized zoo, a historic theatre, and direct connections to the Ohio & Erie Canal Towpath Trail, a 101-mile walking/biking trail that spans northern Ohio.



About Akron, Ohio *continued*

Each year offers unique opportunities including the Bridgestone Senior Players Championship at the iconic Firestone Country Club, All-American Soap Box Derby, Fourth of July parades, and multiple seasonal festivals and activities.

The average weather in Akron is much like that of the rest of Ohio. Summers are hot, with temperatures averaging in the 70's and 80's while most winter days will be near or below freezing. Akron gets a fair share of rainfall throughout the year, with the most rain occurring in June, and sporadic snow accumulation in winter.

Akron is a great place to work, play, and raise a family. The City has unique and close-knit neighborhoods full of historic charm, yet the City is surrounded by one of the top ten national parks in the country and fantastic outdoor activities that include hiking, biking, or kayaking down a river. There is something for everyone in Akron and its citizens will welcome you and your family with open arms.

The Akron Police Department

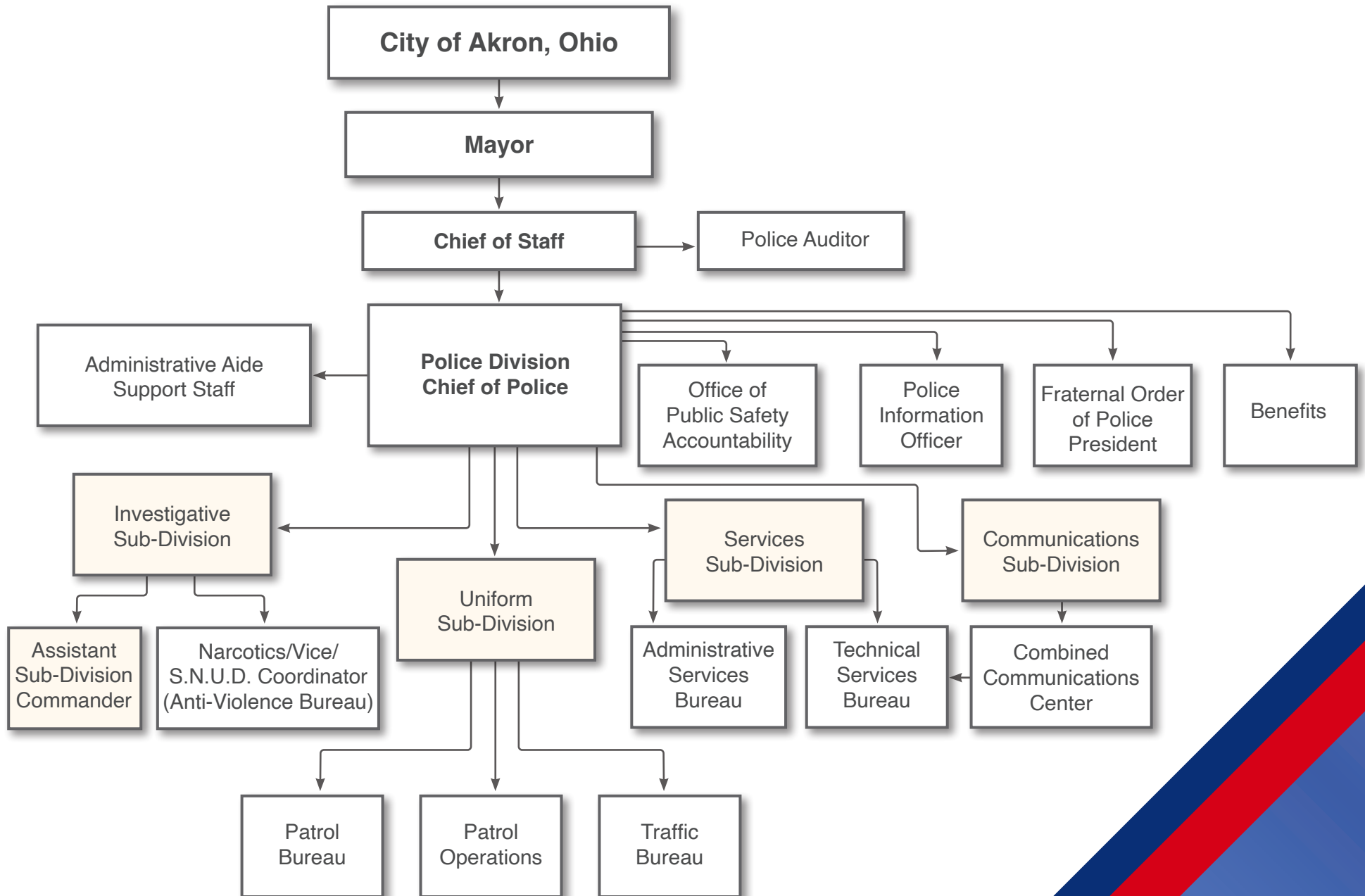
The mission of the Akron Police Department (APD) is: “to serve the community of Akron in a collaborative effort to enhance the quality of life through crime prevention, enforcement of the laws, promotion of safety and reduction of fear.” Serving the APD are 447 sworn officers and 30 FTE professional support staff for a total allocation of 487. The Department is funded with an annual budget of over \$75 million. The Akron Police Department is represented by the Fraternal Order of Police (FOP) Lodge #7.

The Akron Police Department is made up of 3 divisions: the Uniformed Subdivision, the Investigative Subdivision, and the Services Subdivision. These subdivisions may be further divided into bureaus and specialized units. The uniformed subdivision performs most of the regular police work done by the Department. The personnel working in the investigative subdivision are responsible for all the investigative work performed by the Department. The personnel serving in the services subdivision perform a variety of administrative and technical tasks related to the maintenance and functioning of the Department. Among the Department's accomplishments include being one of the first Departments to prioritize Crisis Intervention Team (CIT) training; having a significant focus on gun violence reduction with significant recoveries of weapons; and a strong collaboration with local, State, and Federal partners, including the ATF, DEA, FBI, and the FBI's Joint Terrorism Task Force (JTTF).

For more information on Department activities please visit:

https://www.akronohio.gov/departments/police/transparency_hub.php

The Department



The City of Akron Governance

The City is governed by the Mayor and City Council with the assistance of various departments, agencies, and commissions. The Mayor, three At-Large Council Members, and ten Ward City Council members are elected by City residents every four years. Members of Commissions are appointed by the Mayor, subject to the approval of the City Council. The Mayor appoints the Chief of Police, who is responsible for all day-to-day operations of the Akron Police Department.

Mayor Shammus Malik was sworn in as the 63rd Mayor of Akron on January 1, 2024. He is the youngest mayor to serve Akron and the City's first Mayor of color. With a bold "Together for Akron" vision, Mayor Malik has pledged to make public safety the City's highest priority, with a focus on (1) proactive, community policing, (2) youth violence intervention, (3) determining the future of the aging police station building, (4) focusing on attraction and retention of officers, and (5) strengthening trust between police and the community through transparency, accountability, and relationship-building. Mayor Malik has amended past practices so that the Chief of Police and the Chief of Fire are included in the Mayor's Cabinet.

In recent years, Akron has navigated challenging and tragic situations. In 2022, a young Black man named Jayland Walker was fatally shot by eight officers following a vehicle pursuit. The community has taken a number of steps towards healing, including passing a City Charter amendment, creating a Citizen Police Oversight Board, and establishing the Office of the Independent Police Auditor. These entities can monitor investigations into use of force and complaints and make recommendations to the Mayor or Chief of Police but do not have independent disciplinary power. The community, as a whole, continues to need its governmental and civic leadership to face the tough challenges and make meaningful changes to ensure Akron's future.





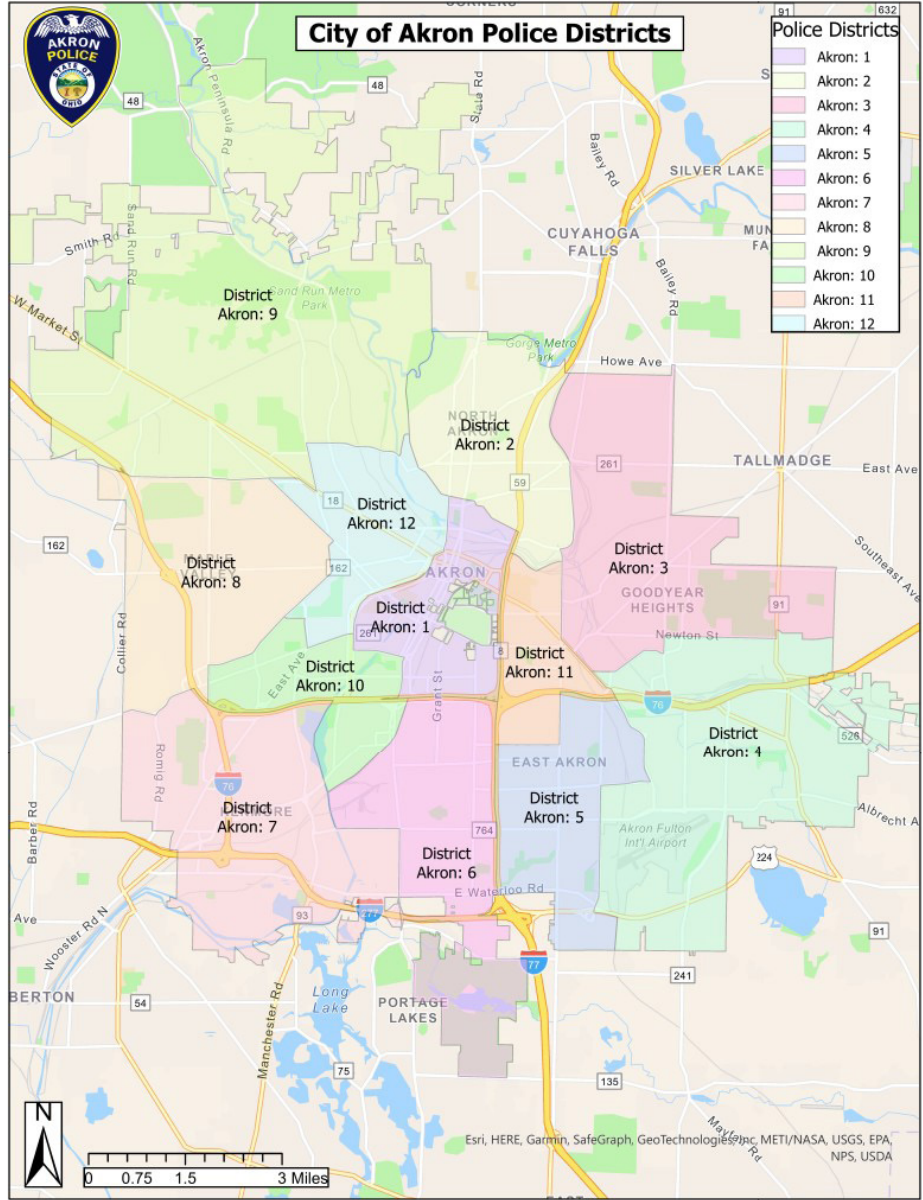
Chief of Police

The Chief of Police serves as the Chief Executive Officer of the Police Department and is directly responsible for the administration, efficiency, and general conduct of all Department community policing, law enforcement, and holistic crime prevention activities. Additional responsibilities include policy development, program planning, fiscal management, and administration/operation of the four Department subdivisions. The Chief is expected to lead with integrity, have exceptional communication skills, and work closely with and under the guidance of the Mayor. The Chief will also serve as the primary spokesperson for the public and the media, with communications support from the police PIO and the Mayor's Office.

Specific responsibilities include:

- Formulates, implements, and communicates Department mission and vision statements, rules of conduct, directives, policies, and procedures aligned with the mission and vision of the Mayor and to govern and lead the activities of the Department;
- Acts as a spokesperson for the Department for critical events; provides media with information at news conferences and uses social media and other means to promote awareness and provide transparency;
- Responds to emergency situations when on or off duty; leads in times of crisis; takes command at major events when necessary or ensures proper authority is delegated to on-scene incident commanders.

Chief of Police *continued*



- Directs, supervises, and evaluates assigned staff; handles employee concerns and problems; directs work, counsels, disciplines, and completes performance appraisals; creates and implements a staffing plan for the assignment of personnel throughout the organization designed to address current crime trends, improve the safety and quality of life of the residents of Akron, and respond to emergencies and events;
- Develops and implements plans to increase diversity so that the Department's workforce better reflects the community;
- Ensures Department training programs meet State requirements and the needs of all personnel: by teaching superior officer safety tactics, by using the latest best practices and techniques, by emphasizing constitutional policing, and through the proper and efficient use of equipment and technology;
- Actively engages with Department personnel, residents, community group members, businesses, and non-profit leaders to build rapport, cooperation, and open lines of communication;
- Confers with City officials and residents on issues related to policing operations and policies and assists with the development of municipal ordinances;

Mission Statement

Our Mission is to serve the community of Akron in a collaborative effort to enhance the quality of life through crime prevention, enforcement of laws, promotion of safety and reduction of fear.

Chief of Police *continued*

- Assists and coordinates with other governmental law enforcement and private agencies to maximize mutual aid and promote the effectiveness of the criminal justice system in the region;
- Mentors and coaches the executive staff consisting of Police Deputy Chiefs and Police Commanders;
- Monitors overtime usage and maintains adherence to the established budget;
- Recommends priorities for capital improvement projects and major equipment purchases; and
- Directs the preparation, review, and update of long-range and strategic plans; reviews data, reports, analysis, and other materials to manage risks and deter threats.
- Keeps abreast of changes in laws, regulations and technology that may affect Division operations.
- Establishes and maintains a healthy, safe, effective working environment and culture that is free of discrimination or harassment prohibited by law or City policy.
- Performs other duties as assigned.



The Ideal Candidate

The ideal candidate will be a reform-minded leader who conveys an effective command presence and has outstanding people and management skills. The ideal candidate will be capable of inspiring trust and confidence in all of Akron's diverse communities, as well as earning the respect and confidence of both sworn and civilian employees. The next Chief of Police will be well-versed in community-oriented policing and problem-solving, have a proven reputation for being accessible and transparent, and have a reputation for building partnerships between the Department and the community to address crime and quality of life challenges. The ideal candidate will be a communicative, confident, collaborative, and decisive leader with proven cultural sensitivity and competency, political acumen, good judgment, astute self-awareness, strong professional presence, and an inspiring demeanor to move the Department forward. Lastly, the next Chief of Police will be expected to work collaboratively with the FOP and other City departments.



The Ideal Candidate *continued*

The ideal candidate will:

- Have demonstrated the ability to hold others accountable to values characterized by a commitment to integrity, honesty, transparency, humility, proactivity, innovation, equity, compassion, service excellence, and responsive leadership;
- Have extensive knowledge of complex urban environments and a demonstrated commitment to equitably serving, recruiting minority candidates, and working with all spectrums of multi-racial, multi-cultural, multireligious, and socioeconomically diverse communities;
- Exhibit outstanding communication skills; be hands-on, open, and receptive to working with people to create and sustain an environment of trust and respect;
- Possess the ability to be politically and technologically savvy, and have the ability to receive constructive criticism;
- Demonstrate the ability to make decisions based on facts and merit;
- Display a demonstrated commitment to community-oriented policing and problem solving, staff development, and morale-building to set a positive tone within the Department;
- Possess a passion for public service and public safety as well as positive futures for all Akron residents; and
- Exhibit exceptional leadership and people skills; the ability to work with and establish relationships with a wide range of stakeholder groups, strategic partners, elected officials, colleagues, and the media.



Education and Experience

Education and Experience – A minimum of ten years of command or management experience in law enforcement with at least twelve months in the next lower rank. Per city and state law, the City will accept applications from Deputy Chiefs and Captains, however, if multiple Deputy Chiefs apply, the City cannot consider Captains. Candidates should have experience working with Police Unions, developing and utilizing key performance indicators, and building diverse workforces. Graduation from a police leadership development program is desired. Bachelor's degree preferred. Master's degree is a plus.

OPOTA Certification Required – The selected candidate will be required to successfully complete all Ohio Peace Officer Training Academy certification requirements within the first year of employment.

Driver's License: The selected candidate will be required to possess and maintain a valid Ohio Driver's license.

Desirable Residency – Upon hire, residency within the corporate limits of the City of Akron is highly desired but not required.

Final Selection and Appointment – The search committee, and Mayor, will identify the final candidate for appointment by the Mayor, based on a combination of education, experience, and credentials that best fit the needs of the City of Akron.



Compensation and Benefits

A competitive compensation package with excellent benefits will be offered for this executive position.

The Selection Process

This is a competitive promotional process. Interested candidates may apply by sending their resume, cover letter, salary history, and six professional references to Ralph Andersen & Associates via apply@ralphandersen.com.

Candidates are requested to submit materials prior to **Monday, March 18, 2024**. Candidates may be asked to complete a series of written responses for further evaluation and presentation and submit a summary of career accomplishments as part of the final steps of the selection process. Ideally, the selected candidate will join the City of Akron at a mutually agreed upon date.

Interested individuals should be aware that Ralph Andersen & Associates will work closely with the City throughout this process to fully ensure confidentiality to the fullest extent as possible. References will not be contacted until mutual interest has been established. If you have questions or would like to discuss this opportunity further, please call Mr. Robert Burg at (916) 630-4900.

Notice: In accordance with Ohio law, all applications and resumes for public positions are a matter of public record and will be disclosed to the media or public upon proper request. Serious candidates are encouraged to discuss their interest with the Search Firm, Ralph Andersen & Associates, in advance of submitting their qualifications. Should you have any questions, please call Robert Burg to schedule a confidential telephone appointment to discuss this career opportunity.





The City of Akron is an equal opportunity employer and encourages all qualified individuals to apply for this exceptional promotional career opportunity.



akronohio.gov