PRINCE GEORGE’S COUNTY is seeking an innovative, proven, approachable, and visionary leader for its next CHIEF OF POLICE.
Prince George’s County’s almost 500 square miles wraps around the eastern boundary of Washington, D.C. and offers urban, suburban, and rural settings. The region is served by three international airports and the Port of Baltimore. The county boasts a friendly business climate, skilled workers, and an outstanding quality of life. Prince George’s has one of the largest technology and aerospace sectors in the state and a growing hospitality sector. Major private employers include SGT, Inovalon, Verizon, and MGM National Harbor, with private sector industries generating $25.6 billion in economic output.

Prince George’s County has significant federal facilities, such as Joint Base Andrews, NASA Goddard Space Flight Center, FDA, NOAA, USDA Beltsville Agricultural Research Center, and the U.S. Citizenship and Immigration Services headquarters currently under construction. Academic facilities include the University of Maryland College Park, the state’s flagship public university, and other major institutions such as Bowie State University, one of the 10 oldest Historically Black College/University in the country, and Prince George’s Community College, which has more than 200 academic and career training programs. The county’s commitment to business growth is reflected by the recent location or expansion of 2U and Kaiser Permanente of the Mid-Atlantic. The county’s healthcare sector is also growing, led by the UM Capital Region Medical Center currently under construction.

With more than 900,000 residents, a general fund of almost $4 billion, a Triple-A (AAA) bond rating, a median household income of $83,000, which is more than the median annual income of $61,937 across the entire United States, Prince George’s County boasts a well-run government and a well-educated workforce. More than 40% of the workforce hold degrees in higher education.
The Charter of Prince George’s County provides for a Council/Executive form of government; therefore, the county is composed of the Executive and Legislative branches. The Judicial Branch consists of the County’s Circuit Court, the state District Court, the Court of Special Appeals and Court of Appeals.

The Executive Branch implements and enforces the laws of Prince George’s County and provides executive direction to the government. Its chief executive officer is the County Executive. Over 30 executive branch departments and agencies help to deliver services to county residents.

The Legislative Branch consists of the County Council. All legislative powers of the county are vested in the County Council. In addition, the County Council sits as the District Council on zoning and land use matters, and as the Board of Health on health policy matters.

The Judicial Branch is responsible for the resolution of all matters involving civil and criminal law in the county.

Prince George’s County Public Schools are overseen by the Chief Executive Officer, who provides daily administration. The County Executive and the County Council determine the school system’s overall operating and capital budgets; however, the Chief Executive Officer and the Board of Education determine the line-item distribution of the funds within the school system.

The Prince George’s County Police Department is the fourth largest law enforcement agency in the State of Maryland. More than 1,500 police officers and 300 civilians provide a full range of law enforcement services to nearly 900,000 county residents, visitors, and businesses. The Department is comprised of the Office of the Chief and four bureaus: 1) Patrol, 2) Investigation, 3) Administration and Homeland Security, and 4) Forensic Sciences.
Office of the Chief - The Chief of Police is the chief executive officer of the Prince George's County Police Department. As such, the Office of the Chief is responsible for providing professional police services to the citizens and residents of the county through the formulation of concepts, plans and policies, the provision of managerial leadership, and the overall coordination of departmental operations. Some organizational components of the agency report directly to the Chief of Police. These include the Assistant Chief and Deputy Chiefs of Police, Office of the Inspector General, Executive Protection Unit, Media Relations, Technology Integration Services, and Critical Support Services. The Internal Affairs Division and Fiscal Management Division report directly to the Assistant Chief.

Bureau of Patrol - The Bureau of Patrol is the largest component within the Prince George's County Police Department. This bureau has the largest number of personnel and provides both a basic level of police response and service as well as specialized service orientated operations. It is comprised of eight District Stations, Special Operations Division, Juvenile Transition Center, Community Services Division, Telephone Reporting Unit, and a Citizen Services Specialist. All of these entities are overseen by a Deputy Chief. All law enforcement and community-related activities fall under the direct command of the Deputy Chief. Currently, there are over 947 patrol officers within the Bureau of Patrol. Each district is commanded by a Major and Captain. The Special Operations Division is commanded by a Major and two Captains. Based off of the 2000 Census, Prince George's County covers 485 square miles with a population of over 788,694. As of 2019, patrol officers handled 530,393 calls for service. The district stations within the county are grouped based on geographical locations. District I (Hyattsville) and District VI (Beltville), make up the Northern Region of the county. District II (Bowie), District III (Landover), and District VIII (Forestville) all comprise the Central Region. District IV (Oxon Hill), District V (Clinton), and District VII (Fort Washington) all form the Southern Region.
Bureau of Investigations – The Bureau of Investigation has four divisions and approximately 300 officers assigned to handle most of the investigations for the Police Department.

Criminal Investigation Division – The division is comprised of the following sections: Homicide, Robbery, Special Crimes, and Domestic Violence. The CID is comprised of over 100 detectives and civilians that are responsible for the investigation of the most serious crimes that are committed in the county. Over the last 5 years, the Homicide Unit has an averaged a closure rate of 80%, which far exceeds the National UCR average. Over the last 5 years, our Robbery Unit has an average closure rate of 66%, which far exceeds the National UCR average. The Domestic Violence Unit was one of the first units of its kind to be established in the region. It was established to better address the need to offer services and intervene early in domestic violence situations in an effort to end the cycle of abuse.

Narcotics Enforcement Division – This division’s mission is to enforce all laws concerning the distribution, sales and use of illegal drugs within the county. The larger scale investigations routinely focus on organizations that import high volumes of drugs into the county from regional, interstate, and international sources. These types of cases are fluent, time sensitive, and demand a combination of resources to work. To accomplish these demands, the division actively participates with several federally sponsored multi-jurisdictional task forces. The small-scale, more localized investigations are developed through the daily monitoring of parcel facilities. The goal is to intercept both small and large quantities of drugs that attempt to make their way into the county through parcels, via ground transportation, airplane, or railways.

Regional Investigation Division – This division has more than 130 investigators assigned. All investigators are cross trained in enforcement and surveillance operations and work hand-in-hand with internal and external entities. This division consists of three regions and each region has a Robbery Suppression Team and a General Investigation Squad.

Special Investigation Division – This division is comprised of specialty units that conduct focused investigations and/or units that support other investigative components within the department. This division includes the Gang Section, Auto Crime Section, and Violent Crime Section.

Bureau of Administration and Homeland Security - The Bureau of Administration (BOAHS) is comprised of the four divisions. The Training and Education Division provides training for new recruit officers, sworn officers and civilian employees. The Police Personnel Division is responsible for the management of employee matters from hiring to separation from the Police Department. The Risk Management Division is responsible for all risk management functions including the management and follow-up of all employee reported injury/illnesses, on and off duty. The Recruiting and Background Division is responsible for recruiting, testing, selection, and background investigations of police candidates. The Intelligence Division includes the Homeland Security Intelligence Unit and the Joint Analysis Intelligence Center. This division investigates individuals and groups that threaten the security of Prince George’s County. It also centralizes the collection and analysis of data and crime mapping.
Bureau of Forensic Science and Intelligence -
The Bureau of Forensic Science and Intelligence is comprised of the following divisions: Planning and Research, Forensic Sciences Division, Crime Scene Investigation Division, Criminal Intelligence Division and Records/Property Division. The Planning and Research Division maintains the Department’s policy system and researches the latest law enforcement technology. The Forensic Sciences Division (FSD) is comprised of the Drug Analysis Laboratory, Firearms Examination Unit, Serology/DNA Laboratory and the Regional Automated Fingerprint Identification System (RAFIS). These units are responsible for the analysis of all controlled dangerous substances, firearms, DNA evidence and latent fingerprints. The Crime Scene Investigations Division (CSID) is a highly technical and specialized group whose primary mission is the investigation of crime scenes. Their responsibilities include the collection, processing, documentation and subsequent court presentation of evidence recovered at various scenes. The CSID supports traditional investigations by conducting separate parallel investigations into evidence at a crime scene. The Criminal Intelligence Division is comprised of the Gun Unit/ATF Task Force, Gun Registry Unit and the Crime Intelligence Unity. The primary and collective function of assigned investigators/agents is to investigate, identify and apprehend individuals in violation of firearms statues and reduce firearm related crimes. Assigned personnel also support various divisions/units by gathering intelligence to enhance their respective investigations and identify violent offenders.

THE POSITION
The Chief of Police is an executive-level position that serves at the pleasure of the County Executive. In conjunction with the County Executive, the Chief will be responsible for:

- Developing comprehensive long- and short-range strategies designed to achieve departmental goals and objectives, legal mandates, and established priorities as necessary to accomplish them
- Through respective deputy chiefs and district commanders, exercising technical management oversight for all operations, activities, and programs within the assigned department
- Formulating and enforcing policies and procedures governing the administration of various county-administered programs
- Maintaining liaison with federal, state, and metropolitan area governmental agencies whose policy, laws, regulations, and directives impact departmental and county activities, operations, projects, and programs
- Developing comprehensive budget(s) based on approved programs, resource parameters, technology enhancements, and county policies and procedures. Exercising internal fiscal control and reviews capital asset proposals and contracts
DESIRED QUALIFICATIONS

The Chief of Police requires a unique and diverse set of skills and extensive knowledge of the criminal justice system. The next chief will be a change agent and consensus builder who has demonstrated the ability to foster compromise between the police department and residents. The ideal candidate will possess an advanced degree, plus significant senior command level experience in a full-service municipal, urban, law enforcement agency with demonstrated achievements in community policing and law enforcement.

Desired Professional and Personal Attributes

- Extensive knowledge of governmental fiscal policies and procedures and legal mandates including the budget process
- Extensive knowledge of modern research and investigative techniques and procedures
- Track record of utilizing 21st-Century Policing as the preferred method of addressing community public safety needs
- Extensive knowledge of laws, statutes, and ordinances of the State of Maryland and Prince George's County
- A high level of community visibility and engagement while respecting the community leadership roles of the County Executive and Chief Administrative Officer
- Proven commitment to diversity, inclusion and equity
- Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership techniques, production methods, and coordination of people and resources
- Creative visionary who uses consensus-building skills to resolve complex issues
- Ability to review, evaluate, and initiate appropriate action on technical and legal reports, contracts, and documents concerning departmental matters and to make subsequent recommendations
- Ability to establish and maintain effective working relationships with county officials, associates, subordinates, representatives from other agencies, and the general public
- Demonstrate the ability to effectively communicate with the press
- Demonstrate the ability to communicate with citizens
- Knowledge and experience working with union employees
- Must have a positive community presence
- Must have strong communication and collaborative skills
- Required to collaborate with the Court System/ Judges, Corrections, and Sheriff
- Ability to represent the county at the federal, state, and local levels when testifying and/or presenting legislation
- Strong organizational management and human resources management skills
- Ability to manage and ensure that Police Officers receive training and development

TO APPLY

If you are interested in this opportunity, please submit a cover letter detailing your experience and resume to PGCO_Police_Chief@polihire.com. To assist with internal sorting, please only include your name (Last, First) in the subject line. Please submit your resume in Microsoft Word format. The position closes on October 30, 2020.

COMPENSATION

Prince George’s County offers a competitive total compensation package. The salary for this position is $114,129 - $222,047.