



# CHIEF OF POLICE

CITY OF SOUTH MIAMI, FLORIDA

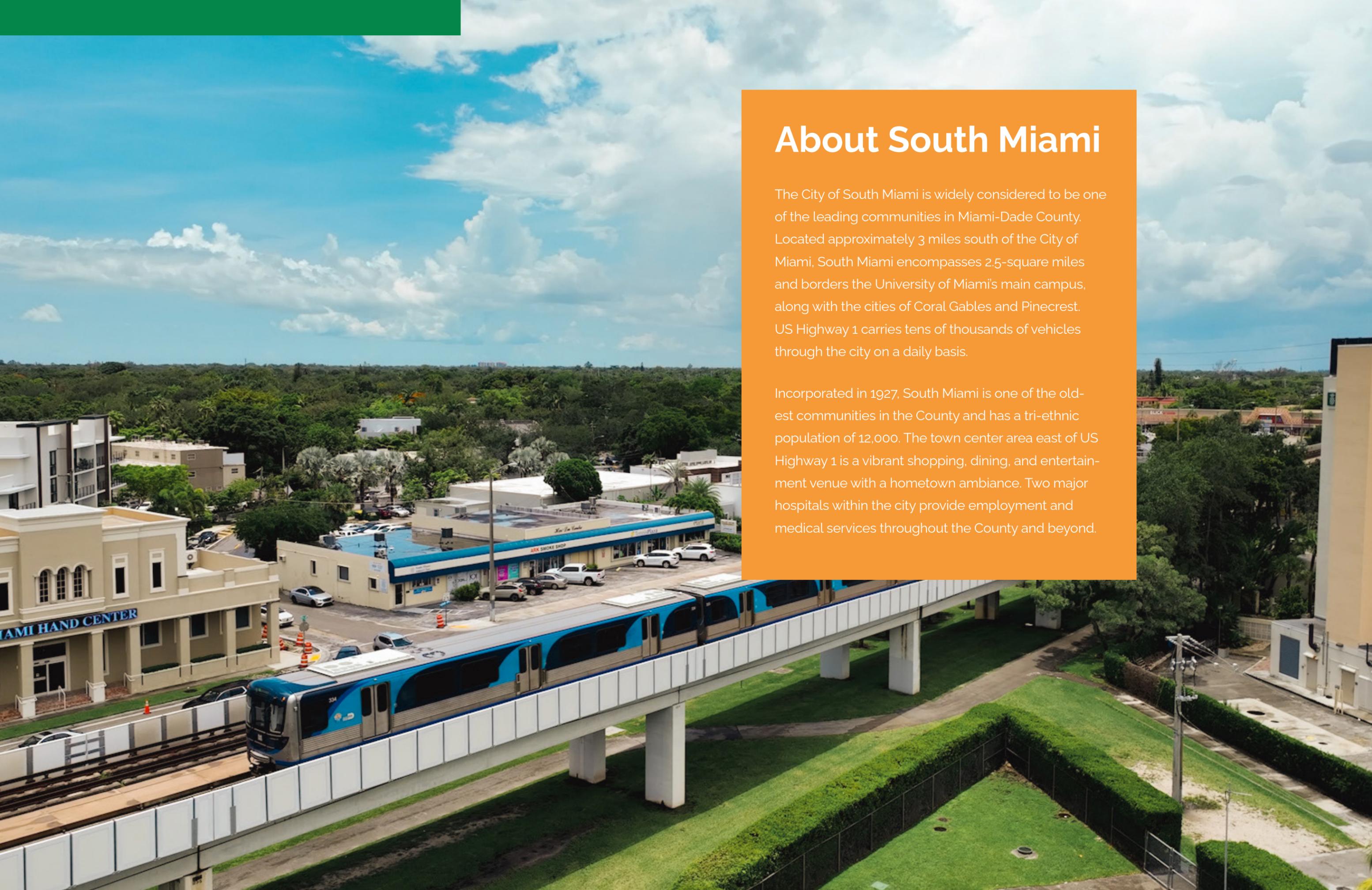
Recruitment Services Provided By



# The Opportunity

The City of South Miami offers a stellar career opportunity to collaborative law enforcement leaders as it seeks to identify its next Chief of Police. Under the skillful leadership of its previous Chief, the South Miami Police Department has built tremendous community relationships and, consequently, garnered much support. Building upon this strong community support, the next Chief will have the opportunity to develop organizational culture and prepare the department for the future.





## About South Miami

The City of South Miami is widely considered to be one of the leading communities in Miami-Dade County. Located approximately 3 miles south of the City of Miami, South Miami encompasses 2.5-square miles and borders the University of Miami's main campus, along with the cities of Coral Gables and Pinecrest. US Highway 1 carries tens of thousands of vehicles through the city on a daily basis.

Incorporated in 1927, South Miami is one of the oldest communities in the County and has a tri-ethnic population of 12,000. The town center area east of US Highway 1 is a vibrant shopping, dining, and entertainment venue with a hometown ambiance. Two major hospitals within the city provide employment and medical services throughout the County and beyond.

# City Government

The City of South Miami's charter provides for a commission-manager form of government with a City Commission comprised of a Mayor and four Commission members. The Mayor is elected at-large for a two-year term, while four Commission members are elected at-large to four-year terms. The Commission appoints the City Manager, City Attorney, and the City Clerk.

South Miami's major service lines include general administrative services, police protection, streets, and parks and recreation. Fire/EMS services are provided by Miami-Dade County. The City Manager serves as the Chief Administrative Officer of the City and manages a total staff of 165 and a budget of approximately \$30 million for FY 23/24.





# The Department

The South Miami Police Department (SMPD) strives to be a world-class law enforcement agency that exhibits traits for other agencies to emulate and is constantly endeavoring to improve and stay on the cutting edge of the policing profession. SMPD is an agency that impresses its citizens the first and every time, always striving to improve upon its successes and one that empowers and encourages its employees to serve the public and protect life and property with dignity, honor, and pride.

Despite the City's small population, the SMPD is well staffed and equipped, and provides many specialized services directly. The SMPD is organized into two bureaus, Operations and Administration, each led by a Captain. Overall staffing is 58 employees, with 50 sworn positions and 8 civilian positions. The SMPD's budget for FY 2023 is \$7.8 million.

The Department has an active Police Athletic League and a dedicated Community Affairs Officer. These programs, along with the Department's overall focus on delivering outstanding service, have garnered a great deal of community support. The SMPD was accredited by the Commission for Florida Law Enforcement Accreditation in 2014 and has maintained its accreditation through three successive reaccreditations.

**58 FT**  
EMPLOYEES

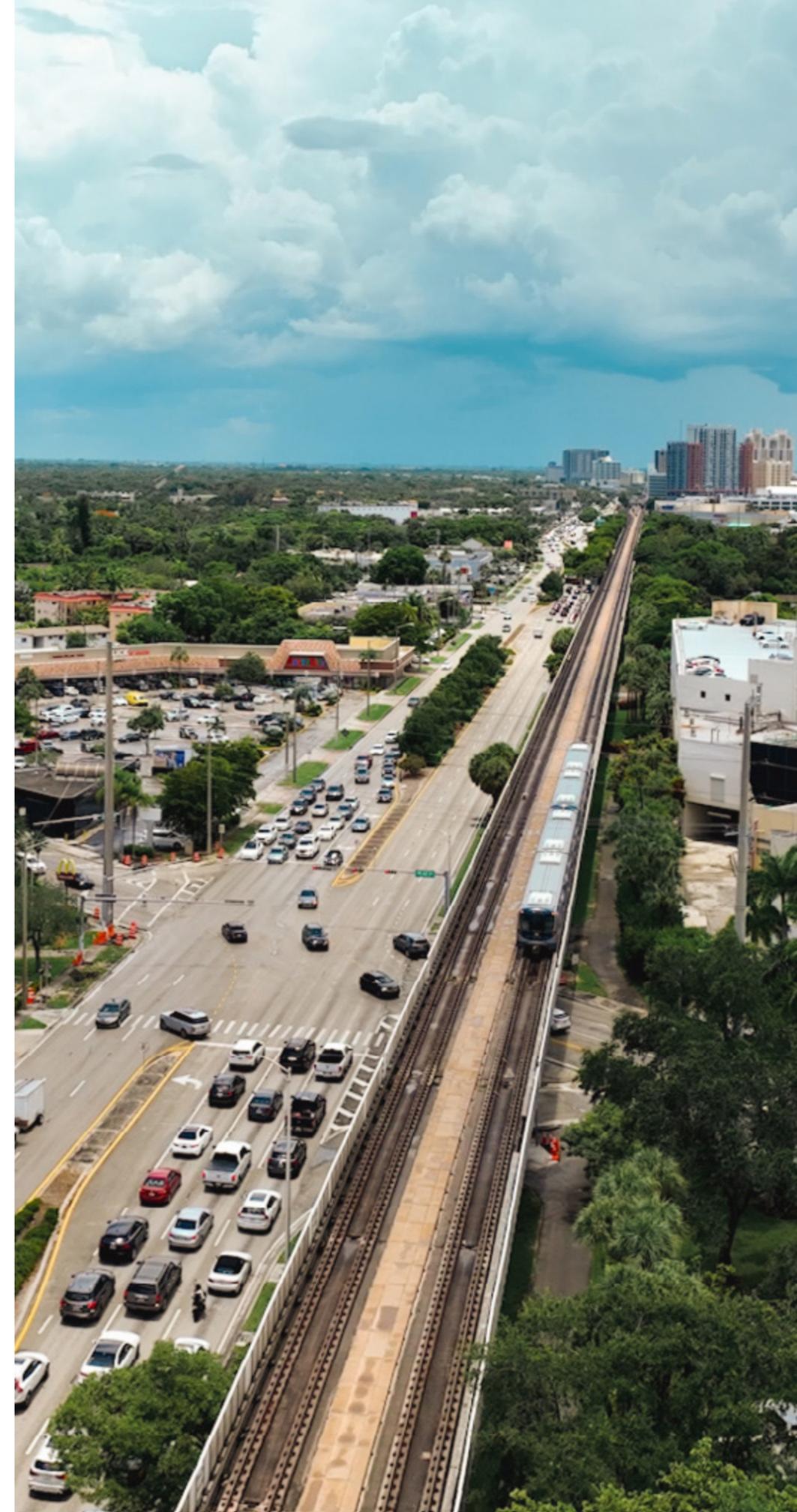
**\$7.8M**  
BUDGET

# The Position

Appointed by the City Manager and confirmed by the City Commission, the Chief of Police is a highly responsible professional and administrative position responsible for the direction and operation of the South Miami Police Department. The Chief is responsible for the enforcement of all laws and ordinances, crime prevention, protection of life and property, and community policing efforts throughout the City. Some of the essential functions of the Chief of Police include, but are not limited to, the following:

- Develops and implements goals, objectives, policies, procedures, and standards for the police department.
- Provides for the selection, training, professional development, and work evaluation of departmental personnel.
- Responsible for the overall quality of law enforcement services through the development, review, and implementation of policies and procedures to meet legal requirements and City needs.
- Ensures the consistent enforcement of laws, ordinances, and policies.
- Oversees all City police functions including, but not limited to, community-oriented policing, patrol, crime prevention, investigation, traffic enforcement, dispatch, and records.

- Directs the investigation of major criminal offenses.
- Directs the preparation of reports for City, County, National Safety Council, and Federal Bureau of Investigation.
- Prepares and monitors the departmental budget.
- Coordinates activities with other local jurisdictions and State and Federal agencies in the apprehension of criminals and the implementation of task forces, mutual aid agreements, and other related law enforcement activities.
- Serves as the police department spokesperson, responding to inquiries from the media and the public at large, as required.
- Participates in labor negotiations as a member of the City bargaining team.





# Challenges and Opportunities

The next Chief of Police for the City of South Miami will have the opportunity to lead an organization which has developed very strong community ties and expectations for customer service by its Chief, along with addressing some of the following challenges and opportunities:

- The Department has not escaped the recruitment and retention challenges that are facing law enforcement agencies across the nation. The next Chief will need to ensure the SMPD creates a winning culture to keep and attract the best officers and employees. Significant wage increases will be adopted with the upcoming budget to improve competitiveness in the labor market.
- In a city that is achieving great successes, the expectation for the police department is that it be a leader among its peers, rooted in best practices, and continually seeking to improve and evolve.
- The next Chief will very likely have the exciting opportunity to influence and assist with the design and construction of a new police facility.
- Community policing in South Miami is currently in a good place, but the next Chief will have the opportunity to find innovative ways to continue to nurture a collaborative, trust-based relationship with the community.
- New residential and commercial developments in the near future will grow the city's population.

# Ideal Candidate

The ideal candidate for the Chief of Police in the City of South Miami will be an authentic, values-driven leader, able to inspire and unify a police department around a shared vision. Certain traits and experiences that will likely lead to success are:

- The next Chief of Police will have a demonstrated record of collaboration and dedication to community connection. Modeling this behavior is essential to success. The community is accustomed to a Chief of Police that is highly visible, accessible, and attentive.
- Similarly, the next Chief will need to be a participative leader within the Department, able to inspire and empower officers and employees toward future success.
- An appreciation for data as a measurable indicator of success, as well as the ability to create a culture of empowerment and accountability to achieve goals and objectives is desirable.
- Experience working in accredited agencies, whether statewide or CALEA models is important, as the City is committed to continuing the rigors and benefits of accreditation.
- A strong, engaged, and honest communicator and leader who embraces collaborative leadership efforts within the Department and the City organization and exhibits respect, humility, and kindness is strongly desired.
- Demonstrated experience as a progressive and innovative thinker, adept with technology, who is open to exploring new ideas, programs, or service delivery methods will benefit the organization.
- Experience with overseeing public safety facility construction projects will be valuable, as the construction of a new police facility is a likely opportunity for the next administration.
- A track record of labor-management consensus building is a desired experience.





# Qualifications

Any combination of education and experience which indicates an ability to perform the essential functions of the position may be considered for qualification in lieu of the following qualifications:

**Education:** A Bachelor's degree in Criminal Justice, Police Science, Criminology, or related field. A Master's degree is preferred, as is graduation from the F.B.I. National Academy, Senior Management Institute for Police, Southern Police Institute or a similar professional leadership program.

**Experience:** At least ten years of progressively responsible professional experience which includes supervisory and administrative command staff responsibility in an agency of similar size or greater.

**Certification:** A current Florida Department of Law Enforcement certification as a law enforcement officer is required for in-state candidates. Out of state candidates must possess a valid certification as a law enforcement officer in their current state of residence and have and ability to obtain a Florida certification within one year of hire.

# Compensation & Benefits

The salary range for the Chief of Police is **up to \$165,000**, with placement in the range dependent on qualifications. In addition, an excellent executive benefit package is provided as outlined below. Key benefits include:

**Retirement:** The selected candidate can elect to participate in a defined benefit plan or a defined contribution plan.

- The defined benefit plan requires a 7% employee contribution, with vesting upon ten years of continuous credited service. Participants can retire at age 60 with ten years of service, at age 55 after the completion of 20 years of service, or after 33 years of service. The retirement benefit is 3% per year of service, based upon the highest 5 years.
- The defined contribution plan requires a 3% employee contribution and the City matches with a 7% contribution.

**Medical, Dental and Other Insurance:** The City pays 100% of the premium for the health and dental coverage of the employee. The City also provides life insurance, long-term disability, accidental death and dismemberment insurance, as well as worldwide travel assistance – all at no cost to the employee.

**Vacation and Sick leave:** Sick leave is accrued at 8 hours per month. Vacation leave is accrued at 10 hours per month.

**Holidays:** 11 observed holidays and two half-day holidays. After the first year of employment, the position is eligible for an additional two floating holidays and a birthday holiday.





# The Recruitment Process

Interested candidates should submit a comprehensive resume and compelling cover letter online at [mosaicpublic.com/careers](https://mosaicpublic.com/careers) no later than **Monday, August 28th, 2023.**

Confidential inquiries are welcomed to Chief Greg Nelson (ret.) or Chief Bryan Noblett (ret.) at (916) 550-4100.

**This recruitment incorporates existing rules and regulations that govern public sector recruitments in the State of Florida. In accordance with public disclosure/open record laws, information submitted for consideration may be made available to the public upon request by interested parties.**

*The City of South Miami is an Equal Opportunity Employer.*