



CITY OF BOWIE

CHIEF OF POLICE

The City of Bowie, Maryland, is seeking an experienced law enforcement professional to continue the positive growth and development of the Bowie Police Department (BPD). The successful candidate will manage and oversee all staff and operations within the BPD, while leading the organization in its successful and ongoing mission of providing optimal service to Bowie residents through superior responsiveness, reliability, and proactive community engagement.

THE CITY

Founded in 1870, and incorporated as a town in 1916, Bowie has grown from a small railroad stop to the largest municipality in Prince George's County, and the fifth largest city in the State of Maryland. The City of Bowie is located in the northern part of Prince George's County at the crossroads of highways 3/301 and 50. Considered a part of the Washington, DC Metropolitan Area, the City is well situated for easy access to Baltimore and Annapolis, Maryland. The City of Bowie is a fully developed community of approximately 58,329 residents, covering an area of approximately 20.55 square miles. The community is primarily residential with a diverse mixture of single-family homes, duplexes, and apartments. Many of the City's residents take an active role in the community, indicated by the large number of volunteers who serve on various boards, commissions and committees.

GOVERNMENT STRUCTURE

The City of Bowie operates under a Council/Manager form of government. Policy-making and legislative authority are vested in the City Council, which consists of seven members (Mayor and six Council members). The City Council is responsible, among other things, for passing ordinances, adopting the budget, appointing committees, and hiring both the City Manager and City Attorney. The City Manager is responsible for carrying out the policies and ordinances of the City Council, for overseeing the day-to-day operation of the government's seven operating departments, and for appointing the heads of all City departments. The City Council is elected on a non-partisan basis. All seven members serve four-year terms. Four of the council members are elected by district. The mayor and the two remaining council members are elected at-large.

THE BOWIE POLICE DEPARTMENT

Established in 2006, the City is seeking only its third ever Chief of Police. With a General Fund operating budget of approximately \$15,000,000, the BPD is budgeted for sixty-seven sworn positions. The department also operates a 13-FTE, 24-hour Dispatch/Call Center, and consists of eight other administrative support positions. The department boasts a highly professional, demographically diverse, and community responsive staff, that is highly valued and regarded among City residents. Since 2020, the BPD has been proudly certified by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA).

THE POSITION

Reporting directly to the City Manager and a vital member of the City's senior management team, Bowie's next Chief of Police must be a proven communicator with successful and attestable experience in community engagement and partnership. This individual will have at least ten years of progressive management experience in law enforcement, and an advanced knowledge of modern police management, methodology, technology, and procedures. The City of Bowie's new Police Chief will possess a bachelor's degree in Criminal Justice, Public Administration, Business Administration, or a related field. A related master's degree, and/or graduation from the FBI National Academy, or PERF's Senior Management Institute for Policing is highly desirable.

The successful applicant will also possess the following attributes:

- Thorough understanding of, and proven ability to implement the principles, practices and methods of modern police administration and law enforcement.
- Ability to establish and cultivate effective working relationships with elected officials, City department directors, community organizations and the citizenry.
- The ability to formulate, implement, and administer policies and procedures for effective fiscal control.
- Broad and extensive knowledge of Federal, State, and local laws and ordinances.
- Strong executive management and leadership skills, with the ability to understand, and effectively develop and direct staff at all levels within the BPD.
- Demonstrated ability to exercise sound professional judgment, effectively analyze facts, recognize problems, and formulate and implement viable solutions.
- Ability to develop and implement strategies that reflect the City of Bowie's philosophy of community-oriented policing, and assist neighborhoods, area civic groups, and schools in establishing preventive measures to reduce crime.
- Excellent written and verbal communication skills.

****COVID-19 vaccination required to be eligible for this opportunity.***

SALARY: \$175,000 – \$195,000 *Depending on qualifications*

HOW TO APPLY

To be considered for this position please email your confidential **resume** and **cover letter** with "**Chief of Police Recruitment**" in the subject line to Steven W. Haley, Human Resources Director at: shaley@cityofbowie.org. If you have questions, you may contact the Human Resources Office at (240) 544-5613.

The application deadline for this position is **November 10, 2023.**