

Executive Search:

Assistant Chief of Police

THE ALEXANDRIA POLICE DEPARTMENT
CITY OF ALEXANDRIA, VIRGINIA



Application Deadline: January 16, 2026



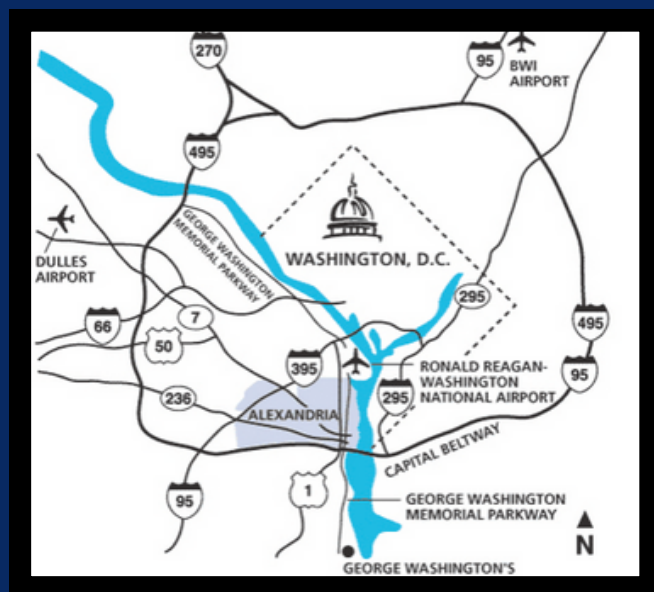
THE CITY

Situated in the National Capital Region of the Commonwealth of Virginia and across the Potomac River from Washington, D.C., the City of Alexandria is a mid-size city with big-city amenities. Nationally recognized for its rich history and preservation of 18th and 19th century architecture, Alexandria is a vibrant community offering a thriving boutique scene; acclaimed, chef-driven restaurants, vibrant arts and culture, and a welcoming, walkable lifestyle.

With a population of approximately 158,000, making it the sixth largest city in Virginia, covering 15.5 square miles of land, the population density in the City of Alexandria is 10,677 people per square mile. Of the populace, 6.8% are under the age of 5, 18.1% are under 18 years, and 12.3% are 65 years and over.

Founded in 1749, the City of Alexandria has a fascinating history, and many of its historic buildings are still preserved today. Once a tobacco trading post, one of the nation's busiest ports, part of the original District of Columbia, a center for Union troops, a streetcar suburb for federal workers, home to a free Black community, and a Civil War supply hub,

Alexandria's layered history is matched today by a forward-thinking commitment to service and community. Average income and education levels are significantly above national and Virginia averages, with 26% of Alexandria residents being foreign-born.



The City of Alexandria is home to numerous federal government offices, non-profit organizations, trade associations, and charities. Top employers are the United States Patent and Trademark Office, and the United States Department of Defense. Alexandria is also the headquarters of many entities including the Salvation Army National Corporation, the National Science Foundation, the International Association of Chiefs of Police (IACP), and the National Center for Missing & Exploited Children (NCMEC). Approximately 103,000 people report to work in Alexandria each day, a more than 10% increase since 2014. A thriving and diverse commercial and residential community, Alexandria is a great place to live, work, and visit.



ABOUT THE DEPARTMENT

The Alexandria Police Department maintains a modern, technically skilled, and well-equipped police department, with staff that provides courteous, efficient, and timely service to residents, visitors, and businesses. The Department's current authorized strength is 323 sworn and 113.63 professional employees. The approved FY24 budget for the APD is ~\$73.5 million, with the proposed FY25 budget increasing by 0.3%.

The Department provides robust services to include investigations of crimes, deployment of specially trained units such as canine, motors, parking enforcement, and school crossing guards, and response to emergencies, alarms, reports of crimes, and all calls for service. The APD plans on expanding its community-oriented services, crime analysis, and utilization of emergency technology, which have contributed to relatively low crime rates. APD has been internationally accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA) since 1986 and has continually been reaccredited, receiving its eleventh accreditation in July 2024.

In November 2023, the Alexandria City Council members voted unanimously to implement a collective bargaining agreement between the City of Alexandria and the Southern States Police Benevolent Association (SSPBA). This agreement is in effect from July 1, 2023, to June 30, 2026, and includes the formation of a union committee, market-based wage increases, and merit raises tied to performance, specialty pay for positions that require special training or experience, and the creation of a labor-management partnership for training access.

MISSION STATEMENT

The mission of the Alexandria Police Department is to provide competent, courteous, professional, and community-oriented police services. We are committed to maintaining and enhancing a strong and productive partnership with the community to continue to prevent crime, enforce laws, maintain order, and improve the quality of life in all of Alexandria's neighborhoods. We are dedicated to protecting life and property while assuring fair and equal treatment to everyone.



THE OPPORTUNITY

The City of Alexandria Police Department is seeking two highly experienced and strategic Assistant Chiefs of Police to provide executive leadership and oversee one of the Department's operational bureaus. These senior sworn leaders will be responsible for managing bureau operations and administration, including personnel, budgets, employee relations, equipment, and resource allocation. This critical role works closely with the Chief of Police and City leadership to ensure departmental initiatives align with community safety priorities and the Department's strategic vision.

MINIMUM REQUIREMENTS

A minimum of a bachelor's degree is required; a master's degree in Criminal Justice, Business Administration, or a related field is preferred, with a minimum of fifteen (15) years of professional law enforcement experience, including at least two (2) years as a Captain, Major, or higher rank in a mid-size to major city police department. The selected candidate must obtain an executive-level certification from the Virginia Department of Criminal Justice Services within one year of appointment.

SALARY AND BENEFITS

Salary is \$115,562.20 - \$207,053.34 and includes a comprehensive benefits package. Additional information on the City of Alexandria's full range of employee benefits can be found [here](#).



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The City of Alexandria

