



**DEPUTY CHIEF OF POLICE**  
City of **Dublin, Ohio**







## The Opportunity

The City of Dublin, Ohio is offering an excellent team-focused position for a contemporary law enforcement leader who is seeking an opportunity to work alongside the Chief of Police to make a lasting difference in a police department grounded in community service, public safety, professionalism, and best practices. This newly added Deputy Chief of Police position will provide a bedrock opportunity for an up-and-coming police leader to be part of a benchmark organization dedicated to providing responsive service in a highly desirable community.



# About Dublin

Dublin is just northwest of Columbus, Ohio and has a population of about 50,000 diverse residents. Dublin offers residents and corporate partners responsive services, attractive housing, superior public education, direct regional highway access, abundant park space, thoughtful and strategic planning, innovative ideas and technology, and a dynamic community life. The City of Dublin is ranked the number one small city in Ohio and is consistently ranked as one of the safest cities in the nation. It is home to more than 20 corporate headquarters, an entrepreneurial center, thousands of thriving businesses from start-ups to international corporations, world-class events, and the urban, walkable Bridge Street District.

Dublin has long been recognized as a premier community, not only locally but also internationally. Home to some of Ohio's largest corporations, including Cardinal Health, Quantum Health and United Healthcare, Dublin also is the headquarters of Wendy's Company, Nestle, and OCLC. Dublin's diverse and sound economic base provides the foundation for the present and future stability of the City. The City's continued economic vitality is the result of quality development, strategic planning, and aggressive efforts to attract and retain high quality commercial development.

Education is a strong area of focus in Dublin. All three high schools consistently rank among the top high schools in the country. Dublin City Schools is the #1 ranked district in Central Ohio, #3 in Ohio, and #57 in the nation according to school rating website niche.com. Dublin City Schools is one of Ohio's most diverse school districts, featuring students from more than 100 countries speaking more than 70 different languages. With 25 institutions of higher education in Central Ohio, including Ohio University at Dublin, Columbus State's Dublin Regional Learning Center and The Ohio State University in nearby Columbus, the region offers a pipeline to 115,000 college students and 20,000 annual graduates.







## City Government

The City of Dublin is governed by a Council-Manager plan, which combines the political leadership of a City Council with the strong professional experience of an appointed local City Manager. The City Council is made of seven members and appoints a Mayor and Vice Mayor bi-annually. Three of the members are elected "at large" and the remaining members represent Wards 1-4 respectively. All council members serve a 4-year term, and the body is primarily responsible for adopting policies, passing legislation, establishing City goals, and overseeing and approving the annual budget. The City Council is additionally responsible for appointing the City Manager.





- CORE VALUES
- PROFESSIONALISM
- INTEGRITY
- RESPECT
- COMMITMENT

# The Police Department

The City of Dublin Police Department is a progressive law enforcement organization that places a strong emphasis on Community-Oriented Policing. Officers take a problem-solving approach to the situations they encounter on a day-to-day basis and interact regularly with the residents within their assigned districts to collaboratively address community concerns. The Police Department has full-time police officers in Patrol, the Detective Bureau, the Community Impact Unit, and Community Education Unit (school resource officers). There are also several ancillary units with duties including background investigations, bicycle patrol, drone piloting, field training, and more. The full-time and ancillary assignments, coupled with the emphasis the City places on professional development, allows Dublin officers to have meaningful and diverse careers. The Dublin Police Department has maintained CALEA accreditation since 1991, which is not just an indication of its commitment to best practices but serves as a source of pride for the City as well.

The Dublin Police Department leadership is comprised of nine (9) sergeants, six (6) lieutenants, three (3) Deputy Chiefs, and the Chief of Police. The Chief of Police reports directly to the City Manager. The Deputy Chief position that is the subject of this recruitment is a newly added position. Each Deputy Chief is assigned to lead one of three bureaus: Support Services, Operations, and Community and Professional Services. The Police Department 2024 budget can be found here: [Dublin PD - 2024 Operating and Capital Improvements Budget](#).

**Mission Statement and Core Principles:**

Dublin Police employees are committed to protecting life, liberty and property. We will provide the highest level of service and work in partnership with our community to ensure public safety by focusing on the following core principles:

- Vigilant, ethical and impartial enforcement of law
- Critical incident preparedness and response
- Crime prevention, reduction and deterrence
- Improvement of traffic safety
- Community outreach and engagement



# The Position

Under the direction of the Chief of Police, this Deputy Chief will initially be assigned to oversee the Community and Professional Services Bureau, which includes the Community Education Unit (school resource officers), Professional Standards and Accreditation, and the Northwest Regional Emergency Communications Center (NRECC). A Professional Standards Manager, an Operations Manager (NRECC), and a lieutenant will report directly to this Deputy Chief. The NRECC is the primary public safety dispatch center for the cities of Dublin, Hilliard, Upper Arlington, and Worthington, Washington Township, and Norwich Township. The NRECC is located inside the Dublin Justice Center and is staffed by a team of 29 dispatchers, 1 Communications Systems Specialist, 1 CAD Manager, 6 supervisors, 3 communications managers and 1 operations manager.

The Deputy Chief is responsible for the overall supervision and management of assigned sworn and non-sworn personnel, functions and activities of the Dublin Police Department and the NRECC. Deputy Chiefs may also function as Acting Chief of Police in the Police Chief's absence and is an FLSA-exempt position. Some additional duties the Deputy Chief will perform include:

- Performing overall supervision and management of the Community Education Unit, Professional Standards (accreditation) and the NRECC in addition to reviewing the associated budgets, schedules, and assignments of staff.

- Reinforcing the organizational commitment to CALEA Accreditation standards and the principles of Community Oriented Policing; developing and implementing policy and procedures for the individual work units and the organization as a whole.
- Interacting and collaborating with other agencies, citizens and customers; maintaining relations with other local, County, State, and Federal law enforcement agencies and other agencies in the criminal justice system.
- Facilitating the development and execution of organizational goals and work unit objectives, maintaining a work environment consistent with the organizational vision, mission, values and objectives; assisting in the development and execution of goals and objectives at the individual, unit, bureau and organizational levels.
- Directing and managing the Department's role in special events and engaging in special event planning, budgeting, and associated operations.
- Developing and implementing special projects and assignments for statistical analysis of various aspects of operations including, emergency operations, bias-based policing analysis, pursuit analysis, use of force analysis, workload analysis, early warning system reviews, evaluation reviews, and other duties as assigned by the Chief of Police.







# Challenges & Opportunities

Although the City of Dublin is well resourced, enjoys a low crime rate, and is viewed as a highly desirable destination location, it is not without its challenges and opportunities.

- The next Deputy Chief will be challenged to take a critical look at existing best practices and lead the effort to maintain CALEA accreditation. To this end, the Deputy Chief will additionally have the opportunity to work with a new Professional Standards Manager on matters involving standards and accreditation.
- An opportunity exists for this Deputy Chief to foster a cohesive and effective team environment at NRECC with a focus on staff enrichment and connection to the community and Police Department's mission.
- The successful candidate will have the opportunity to serve as a senior command staff member and help lead this stellar organization forward. As one of three Deputy Chiefs, the successful candidate will have opportunities to serve as Acting Chief in the absence of the Chief of Police.



## Ideal Candidate

The ideal candidate must be a proven leader who will embrace the responsibilities and accountability inherent in the role as the second-in-command in the Dublin Police Department. The competitive candidate will possess excellent interpersonal communication skills and have solid experience with community engagement.

The ideal candidate for the position of Deputy Chief must possess certain traits and experience that will lead to success including:

- Experience in overseeing public safety communications and/or desire to lead public safety communications.
- Practical experience or knowledge with CALEA accreditation and best practices implementation.
- An open, transparent, inclusive, and engaging communication style that inspires others both internal and external to the Dublin Police Department.
- A strong commitment to investing in staff development by way of mentorship.
- A clear understanding of the importance of working cooperatively with other City staff and entities external to the Police Department.
- A well-rounded police leader with practical experience in all areas of professional law enforcement. Experience working with diverse populations in community policing efforts is desired, as is administrative experience in a similarly sized or larger organization.







## Qualifications

Any combination of related education, experience, and certifications that will result in a candidate successfully performing the essential functions of the job is qualifying. The most attractive candidates will possess the following:

**Education:** Possession of a Bachelor's Degree in Criminal Justice, Criminology, Police Science, or another related field. A Master's Degree is desirable. The City of Dublin only considers as acceptable those degrees from degree granting institutions approved by one of two nationally recognized accredited organizations; either the U.S. Department of Education or the Council for Higher Education.

**Experience:** Candidates must hold the rank of Police Lieutenant or higher and have at least three (3) years of experience in a management capacity in a comparably sized or larger police agency.

**Certification:** Possession of a valid Ohio Peace Officer Certification issued by the Ohio Peace Officer Training Council or the ability to obtain this certification in a timely manner.

**Residency Requirement:** Must establish and maintain a primary place of residence within a County in which the Police Department has jurisdiction, or a county contiguous with such County of jurisdiction (includes Franklin, Delaware, Morrow, Marion, Hardin, Logan, Champaign, Madison, Pickaway, Fairfield, Licking, and Knox Counties).



# Salary & Benefits

The salary range for the Deputy Chief of Police is **\$105,900 - \$155,300**, with placement in the range dependent on qualifications and experience. In addition, the City of Dublin offers the selected candidate an excellent benefits package including the following key benefits:

**Retirement:** The City matches 19.50% into an employee's Ohio Police and Fire Pension Fund. Subject to restrictions, an officer may purchase full-time service credit earned under another Ohio retirement system, such as the Cincinnati Retirement System, Ohio Public Employees Retirement System, School Employees Retirement System, State Highway Patrol Retirement System, or State Teachers Retirement System.

**Health and Wellness:** The City of Dublin makes available group medical, prescription drug, dental, and vision benefits to all employees serving in full-time permanent positions and their dependents. This includes premium free health insurance and an employer sponsored health savings account (\$3,750 for family coverage and \$1,875.00 for single coverage). These and other benefits can be viewed here: [Non-Union Compensation Plan](#).

**Vacation Leave:** Vacation leave accrual ranges from 80 hours per year up to a maximum of 246 hours per year based on years of service. A candidate with prior public service may receive credit for their prior service to computing the amount of their vacation leave with the City of Dublin. The Deputy Chief would be eligible for cash conversion of vacation time at the end of each calendar year.

**Sick Leave:** Sick Leave is accrued at a rate of 2.77 hours per pay period (9 days/72 hours per year) and may accrue without limitation. The Deputy Chief would be eligible for cash conversion of sick leave at the end of each calendar year.

**Personal Leave:** Effective the first pay period of each payroll calendar year, all employees serving in full-time permanent positions receive five (5) days (40 hours) of Personal Leave. New employees receive a prorated allocation based on the start date.

**Holiday Leave:** The City observes ten (10) paid holidays per year.

**Tuition Reimbursement:** Employees are eligible for a maximum of \$5,000 in reimbursement per calendar year for fees and textbooks for job related educational pursuits.

**Relocation Assistance:** Relocation assistance will be subject to negotiation with the successful candidate.

**Vehicle:** The position includes an assigned vehicle.







# Application & Selection Process

Interested candidates should submit a comprehensive résumé and compelling cover letter no later than **Monday, April 15, 2024**, at:

[www.mosaicpublic.com/careers](http://www.mosaicpublic.com/careers)

## CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Chief Bryan Noblett (ret.) | [bryan@mosaicpublic.com](mailto:bryan@mosaicpublic.com) | (916) 550-4100

Chief Greg Nelson (ret.) | [greg@mosaicpublic.com](mailto:greg@mosaicpublic.com) | (916) 550-4100

## IMPORTANT DATES:

Application deadline:	Monday, April 15, 2024
Virtual interviews w/semi-finalists:	Week of April 29, 2024
In-person finalist interviews:	Week of May 13, 2024
Estimated start date for new Deputy Chief:	Early July 2024

***Because of the public records laws in Ohio, the identity of applicants and application materials cannot be considered confidential.***

*The City of Dublin is an Equal Opportunity Employer.*

Recruitment Services Provided By



[www.mosaicpublic.com](http://www.mosaicpublic.com)