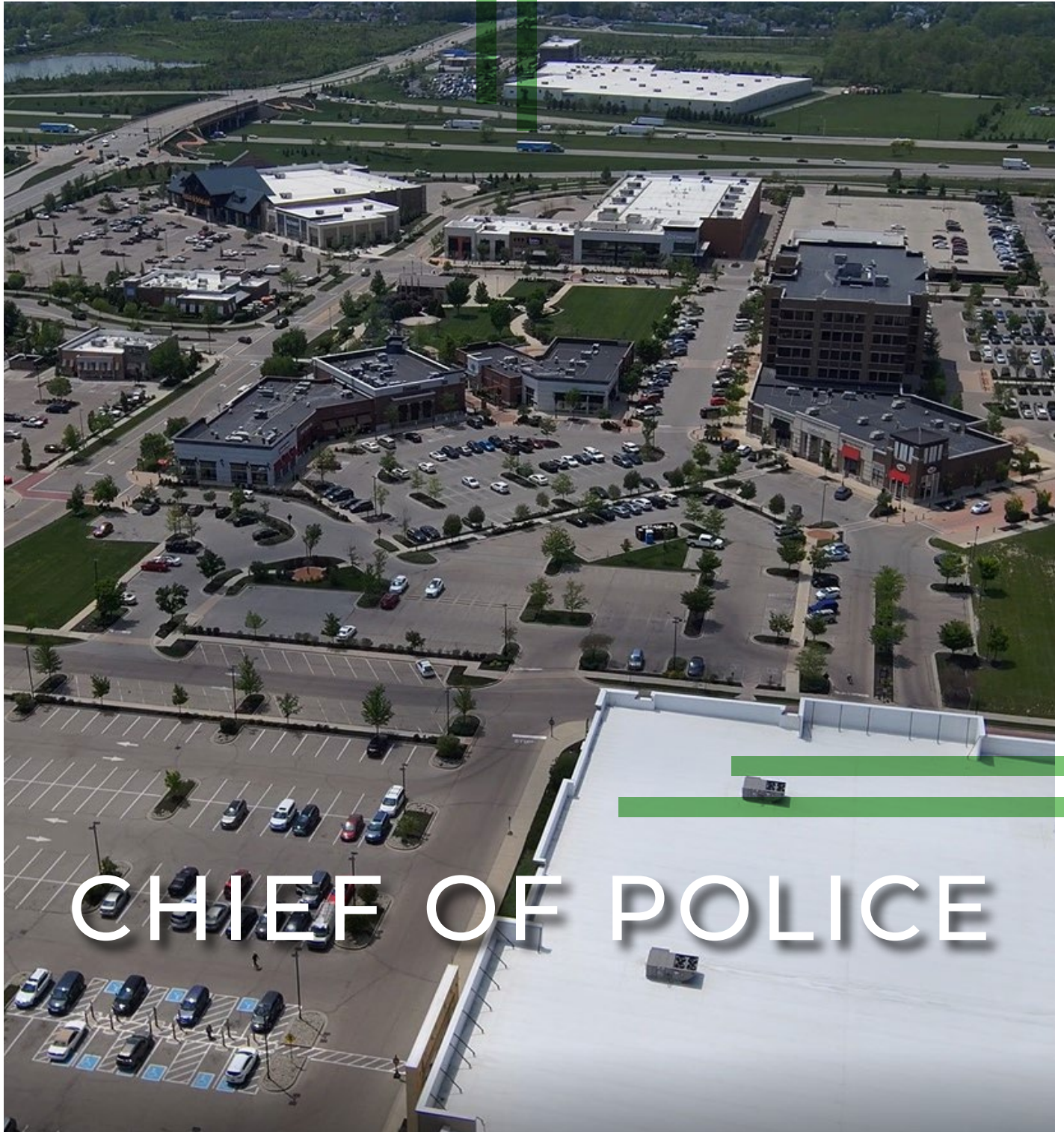


## A NATIONAL SEARCH

is underway for a new Chief of Police

## Miami Township, Montgomery County, Ohio



# MIAMI TOWNSHIP, OH

## THE 01. OPPORTUNITY



**Miami Township in Montgomery County, Ohio, is seeking an innovative and approachable leader to serve as its next Chief of Police.**

This is an exceptional opportunity for an experienced law enforcement professional to lead a dedicated department committed to service, integrity, and innovation while fostering a culture of trust and accountability.

The ideal Chief of Police will prioritize improving departmental morale, empowering road patrol officers, and fostering a culture of respect, equity, and collaboration. The new Chief will be tasked with addressing retention challenges, enhancing recruitment efforts, strengthening inter-agency collaboration, and building trust both within the department and with external stakeholders. The Chief will also lead the department in advancing professional standards, including maintaining accreditation with the Commission on Accreditation for Law Enforcement Agencies (CALEA). As Chief of Police, you will implement forward-thinking strategies that reflect Miami Township's values of ethical leadership, transparency, and inclusivity.

This position requires not only expertise in law enforcement but also a leadership style grounded in integrity, transparency, and a deep commitment to community engagement. Miami Township offers the next Chief of Police the chance to make a lasting impact on the department and the residents it serves.



## 02. THE COMMUNITY

**Located in the heart of Montgomery County, Ohio, Miami Township offers an ideal balance of suburban charm and easy access to urban amenities.**

With a population of approximately 31,000, the township is well-loved for its close-knit neighborhoods, excellent schools, and abundant recreational opportunities, making it an attractive place for families, professionals, and retirees alike.

Miami Township is home to beautiful parks and green spaces, providing residents with ample opportunities for outdoor activities. The township's extensive trail systems and scenic parks, such as Waldruhe Park and Crains Run Park, offer settings for hiking, biking, picnicking, and relaxation. The nearby Great Miami River offers additional opportunities for kayaking, fishing, and exploring nature, adding to the area's appeal for outdoor enthusiasts.

The township is also a hub of shopping and entertainment, anchored by major retail destinations like the Dayton Mall and Austin Landing. These centers are home to a wide variety of restaurants, stores, and entertainment options, from local eateries and boutiques to well-known national brands. Austin Landing, in particular, has become a community hotspot, offering events, seasonal festivities, and a sense of vibrancy that draws residents and visitors alike.

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Miami Township is known for its commitment to education, with excellent public and private schools that emphasize academic excellence, community involvement, and opportunities for personal growth. The township is also within a short drive of several renowned colleges and universities, including the University of Dayton, Wright State University, and Sinclair Community College, providing both educational and cultural enrichment for residents of all ages.

The community takes pride in its low crime rate, quality public services, and active local government, all of which contribute to a safe, supportive, and welcoming environment. Miami Township is dedicated to sustainability, public safety, and quality-of-life initiatives that ensure it remains an attractive place to live and work for years to come.

With its friendly neighborhoods, high standard of living, and a sense of connection among residents, Miami Township is more than a place to live—it's a place to belong. Families, young professionals, and retirees alike are drawn to the township's balance of community values, modern conveniences, and natural beauty. Whether you're enjoying a summer evening concert at Austin Landing or exploring the Great Miami River, life in Miami Township is rich in experiences and opportunities for all.





## 03. THE GOVERNMENT

**Miami Township operates under a Board of Trustees form of government, with three elected trustees and a township administrator responsible for overseeing daily operations.**

This structure promotes a collaborative and community-focused approach to governance, with an emphasis on transparency, accountability, and responsiveness to the needs of residents.

The Police Department plays a crucial role in maintaining the safety and quality of life in Miami Township. The Chief of Police will work closely with township leadership to ensure that public safety initiatives align with the community's goals and values. This cooperative approach between the township administration and the police department fosters a supportive environment that prioritizes community engagement, service excellence, and high ethical standards.



## THE POLICE 04. DEPARTMENT

**The Miami Township Police Department is dedicated to maintaining public safety and fostering a sense of security for all residents.**

With an annual budget of \$7.3M and a team of committed officers and staff, the department provides comprehensive law enforcement services, including patrol, investigations, and community outreach. The department prides itself on upholding values of integrity, respect, and dedication to the Miami Township community.



The department's mission extends beyond enforcing the law; it focuses on fostering trust, fairness, and transparency in every interaction. The next Chief will be instrumental in addressing key challenges, such as improving morale, ensuring consistent accountability, and advocating for necessary resources and training.

The Chief of Police is assisted by an authorized staff comprised of the following: one Assistant Chief of Police, two Lieutenants, six Sergeants, twenty-six Police Officers, and five professional staff.

As Chief of Police, the successful candidate should have experience with developing operationally efficient organizational structure, and will oversee departmental operations, promote efficient resource management, address critical retention and morale challenges, and advocate for the necessary resources and training to support officers in their roles. The new Chief will also work with the department's investigative team to prioritize the clearance of investigative cases. Miami Township's police department emphasizes a road-patrol-oriented approach, and the Chief will support road patrol supervisors in carrying out their duties effectively. In addition, the department values transparency, ethical standards, and respect for both officers and community members, qualities that the new Chief will be expected to embody.

Maintaining CALEA accreditation will be a priority, and the new Chief will lead the agency towards this goal by working to successfully maintain the accreditation program, reinforcing the department's commitment to professionalism and best practices.

The department values partnership with neighboring agencies, including the Montgomery County Sheriff's Office (MCSO), and the Kettering Police Department Dispatch Center. The incoming Chief will play a critical role in strengthening these relationships and fostering regional collaboration.

## MIAMI TOWNSHIP POLICE DEPARTMENT MISSION AND VALUES STATEMENT

The members of the Miami Township Police Department are committed to **excellence** in law enforcement and are dedicated to the residents, businesses and visitors to our community. To protect **life and property, prevent crime and reduce the fear of crime**, we will provide service with **understanding**, response with **compassion**, performance with **integrity**, and law enforcement with **professionalism**.



# IDEAL CANDIDATE 05.

The Miami Township Police Department is seeking a Chief of Police who embodies the following qualities:

- **Integrity and Fairness:** Demonstrates honesty, trustworthiness, and an unwavering commitment to ethical leadership.
- **Morale and Culture Building:** Creates a positive and respectful workplace environment, addressing systemic issues that impact officer satisfaction and retention.
- **Collaborative Leadership:** Builds trust and strong relationships within the department, with other Township leadership team members, regional law enforcement partners, and with the community.
- **Transparency and Accountability:** Enforces policies consistently and ensures clear communication with both staff and residents.
- **Community Engagement:** Leverages extensive media experience to keep the community informed, and maintains a visible presence and actively participates in community events to foster trust and cooperation.
- **Resource Management:** Effectively manages the department's budget and organizational structure and secures essential equipment and training to support operational excellence.
- **Visionary Leadership:** Embraces modern policing strategies, innovative technologies, and data-driven decision-making to enhance public safety.

The next Chief of Police will inspire confidence through fairness, approachability, and a commitment to maintaining the highest standards of law enforcement.



# 06. QUALIFYING CRITERIA

The successful candidate will have a robust background in law enforcement, including:

- **Experience:** At least ten years of progressive law enforcement experience, with significant leadership roles in a municipal police department. Previous command staff and road patrol experience are essential.
- **Education:** A master's degree in criminal justice, public administration, or a related field is required, and executive leadership training (such as the FBI National Academy) is preferred.
- **Certifications:** Must meet the Ohio Peace Officer Training Commission's requirements for certification as a law enforcement officer. Current Ohio certification preferred.

## 07. COMPENSATION & BENEFITS

The position of Chief of Police in Miami Township offers a competitive salary range for this position of \$115,552-\$143,640 commensurate with experience and qualifications, and exceptional benefits package. The township provides a supportive and collaborative work environment, along with access to resources for professional growth and development. The benefits package includes health insurance, retirement plans, and additional benefits that contribute to a high quality of life and work balance.

# NOMINATION AND APPLICATION PROCEDURES

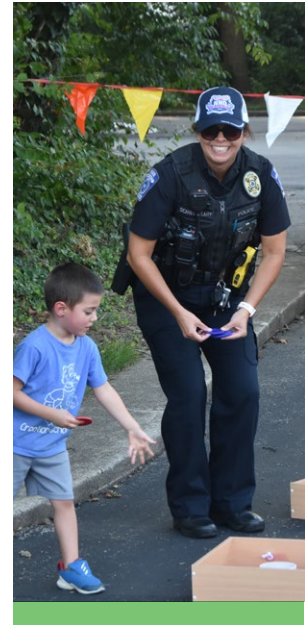
# 08.



## APPLY TODAY!

This is a confidential process and will be managed accordingly throughout the various stages of the process. We encourage prospective candidates to contact Mr. Justin Doll for additional information that may help them evaluate this opportunity. This position is “open” until a final selection has been made. For optimal consideration, candidates should apply by January 10th, 2025, by emailing a compelling cover letter, resume, and list of references to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com).

Only the most highly qualified candidates will be invited to participate in the in-person selection process in February 2025. The top candidates (typically three to four) will be forwarded to Township Administrator Christopher Snyder for consideration. An offer, contingent on the remainder of the hiring process, will follow. Ideally, the new Chief of police will join the Miami Township Police Department in March 2025, or upon a mutually agreed upon date.



## APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

**Public Sector Search & Consulting, Inc.**

(916) 789-9990 (office)

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

**Mr. Justin Doll, Senior Consultant - Chief of Police (Ret.)**

Public Sector Search & Consulting, Inc.

[justin@publicsectorsearch.com](mailto:justin@publicsectorsearch.com)

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

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Miami Township is an Equal Opportunity Employer.



# Raising the bar for Public Sector Search

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