

# CITY OF OTSEGO



## ***POLICE CHIEF OPENING***

The City of Otsego is a family-friendly city of roughly 4,000 residents within Allegan County. Otsego is comfortably situated between Kalamazoo and Grand Rapids. It is an active, quiet city that strives to offer excellent services to all of its residents. For the first time in 18 years, the City of Otsego is searching for their next Police Chief. The Otsego Police Department has had great success with building relationships within the community it serves. The next Police Chief will be expected to continue that tradition and build upon the strong established relationships within the community.

The City of Otsego is looking for an energetic, driven professional who has a proven track record of displayed leadership throughout their law enforcement career. An individual that does not shy away from conflict and can deescalate any and all situations. They must be a great communicator and one who seeks out practical solutions to solve problems across the department and community.

### COMPENSATION/BENEFITS

Starting Salary \$72,000-\$76,000

Health Insurance

401(a) Retirement Savings Plan (10% of salary)

2 Weeks of Vacation

### DETAILS

- Tentative November Start Date
- The City of Otsego Police Department is a department of 10 (1 Police Chief, 1 Detective, 1 Police Secretary, 4 Full-Time Patrol Officers, 1 Permanent Part-Time Officer, and 2 Part-Time Officers).
- 2019-2020 annual budget for the Police Department is \$840,000.
- Police Chief shift: M-F 8-hour day shifts
- Otsego Police Department police officers belong to a union

The successful candidate will need to possess the following traits:

**Great Communication Skills-** The Otsego Police Department is very transparent and open to the community. This is a product of great communication. The next Police Chief will need to be able to rely upon great communication skills to relay messages to all different community stakeholders. This will include all forms and methods of communication with officers, other city employees, residents and other agencies across the city.

**Leadership-** The next Police Chief will be expected to lead and train the officers to serve the community in a manner that builds relationships and respect. While being proactive in community issues rather than being reactionary. The successful candidate must have a background that demonstrates leadership in serving the public and leading other officers to accomplish departmental and community goals. It will also be expected that the department will put a focus on training and empowering officers with appropriate departmental duties and roles.

**Small Town Culture-** There must be an appreciation for small town living and culture. The Otsego culture must be considered and embraced going forward with policy and implementation. Ideally, the candidates will have extensive experience working in similar environments.

**Law Enforcement Professional-** The City of Otsego will be expecting for their Police Chief to be an exemplary professional in all aspects of the job. This comes with a proven record of accomplishments on the job along with the respect among their peers. They will be expected to create and incorporate the appropriate policies for the department as they see needed.

**Honesty and Integrity-** Honesty and integrity must be front and center throughout the next Police Chief's history as a law enforcement officer.

## REQUIREMENTS

MCOLES-Certified Law Enforcement Officer

### **Education**

Bachelor's Degree

Master's or Leadership Certifications (Preferred)

### **Experience**

10+ Years of sworn police officer experience

5+ Years in Police Command level position

Successful candidate will be subject to full background check.

## HOW TO APPLY

Interested applicants may submit a resume with a cover letter and 5 professional references via email to City Manager Aaron Mitchell at [amitchell@cityofotsego.org](mailto:amitchell@cityofotsego.org) or mail to:

**Aaron Mitchell, City Manager**

**117 E. Orleans St.**

**Otsego, MI 49078**

Feel free to email any questions you may have to the email address above. Applications will not be accepted after September 30, 2019.