



CHIEF OF POLICE

MONTGOMERY, ALABAMA

EXECUTIVE
RECRUITMENT
PROVIDED BY





THE COMMUNITY

The City of Montgomery, Alabama, is the birthplace of the Civil Rights Movement, and it remains a dynamic community and home to many cutting-edge industries. As Alabama's state capital, Montgomery is the second-largest city in the state with a population of 200,603 in 159.9 square miles, located at the intersection of Interstates 65 and 85. The community is steeped in Southern hospitality and vast economic diversity, yet it's a modern city at the forefront of innovation. It is the birthplace of world-changing events, including the Montgomery Bus Boycott, and it is home to state and regional governments, the IT Nerve Center and strategic education hub of the U.S. Air Force, the region's first high-speed internet exchange, and an extensive industrial base that includes Hyundai Motor Manufacturing Alabama — Hyundai's first manufacturing plant in the United States, and recently announced facilities for Amazon and FedEx. In 2022, Montgomery led Alabama in economic investment and new job creation. Six major developments are planned for construction, featuring global leaders in the automotive, technology, and transportation industries. Montgomery has almost two centuries of stories to tell, and it's jam-packed with culture, entertainment, and activities for all interests. Under the leadership of Mayor Steven L. Reed, Montgomery is poised to become a leader among New South cities.

Residents and visitors to Montgomery enjoy the city's many recreational and leisure amenities. Montgomery Whitewater -- the River Region's man-made whitewater rafting experience and recreational complex -- is a recent addition to the community that provides an Appalachian River experience within walking distance of downtown Montgomery.

Sports fans should see the ESPN Camellia Bowl, the FCS Kickoff Classic, ESPN Red Tails Classic, the Riverwalk Stadium, and the Montgomery Biscuits (a Tampa Bay Rays affiliate). Other amenities include world-class theater and museums, a fabulous zoo, an outstanding arts scene, and more.



Don't miss the Equal Justice Initiative's National Memorial for Peace & Justice and the Legacy Museum, an immersive, internationally renowned experience that is Alabama's number one destination for visitors, bringing more than one million people per year. Other must-see historical attractions include the Dr. Martin Luther King, Jr. Parsonage and Dexter Avenue King Memorial Baptist Church, which was recently nominated to become a World Heritage Site, Troy University Rosa Parks Museum and Library, and the Freedom Rides Museum. Festivals and cultural celebrations are prominent in Montgomery, including the FLIMP Festival at the Montgomery Museum of Fine Arts; Second Saturday Summer Festivals sponsored by the City of Montgomery; The Alabama Shakespeare Festival, which builds community by engaging, entertaining, and inspiring people with transformative theatrical performances and compelling educational and community programs; the Riverwalk Wine Festival; Jazz in the Garden; and Southern Makers among others. The City's new Cultural Affairs Department is revisiting and exploring an all-new lineup, meaning even more amazing events are coming.

Montgomery has received many awards, including being named one of New York Times' 50 Places to Go; an All-America City Award; 10 Best and USA Today's Readers' Choice for Best Alabama Attraction and Best Historic City Award; the Mac Conway Award for Excellence in Economic Development; a Franklin M. Setzer Outstanding Urban Design Project Award, the Center for Digital Government Gov Experience Award; Silver Shovel Award from Spire; and a Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association of the United States and Canada (GFOA). Additionally, Montgomery is home to Macmillan International Academy, a 2021 Blue Ribbon School with an International Baccalaureate program; Forest Academic Magnet listed as the number two elementary school in the state by U.S. News and World Report; and three Montgomery schools listed among Alabama's best elementary and middle schools.

Major employers in the area include the U.S. Air Force – Maxwell Gunter Air Force Base, Hyundai Motor Manufacturing of Alabama, the Alabama State Government, and the Baptist Health System. Montgomery is also home to many prominent medical facilities and universities, including Alabama State University, Auburn University, Huntingdon College, Tuskegee University, Jones School of Law, Faulkner University, and MAXWELL AFB (Squadron Officer School, the Air Command and Staff College, the Air War College, and the Community College of the Air Force) among others.

Montgomery has a median income of \$48,011 and an average home value of \$155,000.





GOVERNANCE AND ORGANIZATION

The City of Montgomery operates under a Mayor/Council form of government, with nine Council Members and a Mayor. They represent single-member districts elected to four-year terms, with no limits. Steven L. Reed has been serving as the 57th Mayor of Montgomery since November 2019, when he became the first African American to hold the position. A native of Montgomery, Mayor Reed is committed to realizing his vision of a more equitable, progressive, and safe City. To that end, he is advancing an agenda that addresses the community's most pressing issues and puts Montgomery on track to become a leader in the New South. Cabinet members, including the Chief of Police, report to Mayor Reed and the Mayor's Chief of Staff Chip Hill. The Chief of Staff and Chief Administrative Officer both manage the City's various departments.

Major projects underway or recently completed include:

- **Montgomery Whitewater** – A venue for whitewater rafting, recreation, shopping, dining, and more to serve as a catalyst for economic development at the gateway to Montgomery, along the I-65 corridor. The development is anchored by an Olympic-standard recirculating whitewater course, which allows users of all ages and skillsets to participate at difficulty levels ranging from beginner to expert. The park will also include a variety of dry-side outdoor activities, such as climbing areas, zip lines, rope courses, and trails for hiking and biking. The development will host numerous festivals, competitions, and weekly activities. Hospitality amenities will include a conference center, cabanas, and other gathering spaces, all designed to invite people to relax by the channels and enjoy a day (or night) in the outdoors. The facility will be available for camps, team-building events, and swift water rescue training for first responders.
- **Star Watch** – A network of camera feeds housed in a state-of-the-art facility at MPD HQ, which serves as a force multiplier in protecting and serving the public.
- **MGM Forward** – A Citywide reinvestment of \$50 million into Montgomery's neighborhoods, community centers, public safety facilities, and athletic facilities.
- **Montgomery Downtown Plan** – The capital City's downtown has been growing for the last 15 years, and now City leaders are creating a blueprint to accelerate further development in the area and ensure it is in line with current goals and benefits the entire region.

- **Centennial Hill Neighborhood Plan** – A revitalization effort in Montgomery’s Paterson Court and Centennial Hill communities is underway. In January 2021, the U.S. Department of Housing and Urban Development awarded a \$450,000 planning grant to the City of Montgomery and MHA. The grant is one of 11 awards funded through HUD’s Choice Neighborhoods Initiative, which helps local leaders craft comprehensive, homegrown plans to revitalize and transform neighborhoods across the country. Montgomery’s award will stimulate affordable housing and economic development in the Paterson Court neighborhood and the entire Centennial community.
- **Montgomery Public Schools Capital Project Plan** – Nearly a year after a successful vote to increase local school funding, Montgomery Public Schools (MPS) is moving forward with its capital project plan to address the major capital improvement needs across the school system. MPS hired Volkert, Inc., to manage the Capital Project Plan, and the process of completing the facilities and demographics study is currently underway.
- **TECH Sector** – Montgomery is home to one of the South’s largest Internet Exchange Points. Recently, Mayor Reed initiated a collaboration with the Chamber of Commerce and private sector partners to start up the Montgomery Techlab, MGM Werx, and the Lab on Dexter. These co-working spaces spur innovation and collaboration among Montgomery’s tech community. Furthermore, they assist the mission of military partners at Maxwell-Gunter AFB. The City has already successfully recruited three companies, including Baltimore-based FEARLESS, and quite notably, in May 2024, Meta announced that they will build an \$800 million data center in Montgomery.
- **Other Quality of Life and Place Projects** – Historic Cloverdale walking trail; Lower Dexter/Downtown Revitalization; West Fairview Ave and Court Street Streetscape and Redesign; general walkability efforts; new dog parks; and a food truck oasis at Rotary Park next to Montgomery City Hall.

The City has a fiscal year 2023-2024 budget of \$311.3 million with 2,050 full-time employees, and a 36.5 mill rate.



ABOUT THE DEPARTMENT

The City of Montgomery Police Department (MPD) exists to provide protection and security for the citizens of Montgomery. There are several divisions in the Police Department, including:

- ▶ Administration
- ▶ Special Operations
- ▶ Special Services
- ▶ Patrol
- ▶ Criminal Investigations
- ▶ Training and Recruiting
- ▶ Municipal Jail
- ▶ Finance
- ▶ Public Information Office
- ▶ Records Bureau for Incident Reports

The Police Department's current priorities are reducing gun violence and other violent crime, re-establishing a juvenile crime unit, and improving morale to retain officers. In 2019, the Montgomery Police Foundation was established to leverage public-private partnerships to support the MPD. The Foundation works to secure private resources to fund youth and community outreach initiatives, officer training and continuing education, and enhanced technology to prevent and reduce crime. Under the present administration of Mayor Reed, more investment has been made in the Montgomery Police Department than by any mayor in the city's history.

The Police Department has a fiscal year 2023-2024 budget of \$59.6 million with funding for 437 sworn officers and 120 civilian positions.

Montgomery Police Department

Goals & Objectives

To strive to reduce crime and build relationships with the community and businesses by providing a professional police partnership with the citizens of Montgomery.

Mission, Vision & Values

To safeguard life and property, preserve the peace, prevent, and detect crime, enforce the law, and protect the rights of all citizens.

Core Values

- ▶ Professionalism, Respect, Integrity, Determination, and Excellence
- ▶ PWT (Park, Walk, & Talk)
- ▶ PAL (Police Athletic League)
- ▶ PEER Support
- ▶ National Faith & Blue
- ▶ National Drug Take Back
- ▶ Operation Good Shepherd
- ▶ MPD Initiatives

ABOUT THE POSITION

Reporting to the Mayor through the Chief of Staff, the Chief of Police plans and directs the operations of the Montgomery Police Department to ensure the effective and efficient enforcement of laws and ordinances. Major responsibilities include developing, implementing, and enforcing policies and procedures for the overall administration and generally overseeing all Department activities, such as criminal activity analysis, investigations, disciplinary hearings, and community relations.

The Police Chief is responsible for developing short- and long-range plans for the direction of the Department, as well as preparing and administering a multi-million-dollar operating budget for the Department. The Chief also monitors and evaluates MPD operations and ensures that individual division/bureau objectives are achieved efficiently and effectively.

The Chief maintains technical proficiency in areas of juvenile law, criminal law, recent modifications to statutory and case law, and recent Supreme Court decisions. They perform public relations activities following professional standards as designated by the Chief of Staff and the Mayor to increase public awareness of law enforcement's role in the community.



OPPORTUNITIES AND CHALLENGES

Some of the opportunities and challenges the next Chief of Police will focus on include:

- Evaluating the Department to determine if restructuring is necessary, if promotional processes are fair and equitable, and the overall health of the organization.
- Developing strategies to reduce the violent crime rate while creating ways to disrupt the pipeline to criminality for youth.
- Building relationships internally and within the community to help change the perception of an unsafe city. Changing the narrative of Public Safety in Montgomery.
- Building support within the Department using both formal and informal opportunities to connect with all Department personnel.

IDEAL CANDIDATE

The City of Montgomery seeks an experienced and proven leader to serve as the next Chief of Police and someone who understands the challenges that constituencies face in an urban community. They will be committed to community policing and 21st century policing, with an ability to connect with people at all levels. The ideal candidate will have a strong record of outreach and bridge-building with residents to develop relationships necessary to strengthen the support of the community. They will be a consensus builder with strong interpersonal skills, who will function as an effective advocate for the Department while balancing the needs of the various stakeholders. Effective management of department culture will be vital, as well as a keen focus on officer wellness strategies.

The person most suited for this position will have a genuine interest in improving the quality of life for residents and visitors. They will have experience in implementing successful recruitment and retention strategies and a strong commitment to mentoring and developing Department staff at all levels. The ideal candidate will have strong communication skills with an ability to thoughtfully provide solutions to complex matters. They will have the ability to foster open and transparent dialog that builds trust with a variety of audiences and be a motivational communicator who can foster support for new strategies and approaches.

The successful candidate will be a trustworthy, open, and approachable servant leader who is committed to building a positive culture focused on faithfully serving the community. This dynamic leader will have proven strategies to disrupt and reduce criminal activity. The next Chief of Police will also recognize their role as a member of the City's management team while balancing the needs of other Departments and functioning as an effective advocate for the Police Department. They will be knowledgeable and experienced with technological advancements in law enforcement and with integrating technology enhancements to improve crime management. The chosen candidate will also have a track record of inter-agency collaboration and cooperation with law enforcement partners from local, state, and federal jurisdictions.



EDUCATION AND EXPERIENCE

A bachelor's degree in criminal justice, public administration, business administration, or a closely related field, with at least five (5) years of highly responsible police management experience to include policy development, budget administration, personnel administration, operations evaluation, and public relations in a jurisdiction similarly sized or larger than Montgomery, is required. Qualifying education, training, and experience that provide the requisite knowledge, skills, and abilities to perform the job will be considered. Candidates must be certified by the Alabama Peace Officers Standards and Training Commission or possess a similar certification from another state with the ability to obtain an Alabama certification within one year of hire. Experience in a diverse urban environment is preferred.

COMPENSATION AND BENEFITS

The annual compensation range for this position is \$121,710 - \$201,168, depending on experience and qualifications. The City of Montgomery offers a comprehensive benefits package that includes health, dental, vision, and life insurance, a generous leave policy, paid holidays, and a retirement program through Retirement Systems of Alabama (RSA). Phone and car allowances are provided. Residency in Montgomery is required.



APPLICATION PROCESS

[Please apply online](#)

Application closing date: Tuesday, September 3

For more information on this position contact:

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The City of Montgomery is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

RESOURCES

City of Montgomery

montgomeryal.gov

Montgomery Chamber of Commerce

montgomerychamber.com

Comprehensive Plan

[link](#)

Experience Montgomery

experiencemontgomeryal.org/

Montgomery Social Media

