



The City of Lexington, Virginia

invites applicants
for the position of

Police Chief

History and Location of the City

Lexington was designated in 1778 as the county seat for newly established Rockbridge County. The town's name was inspired by the Revolutionary War battle of Lexington, Massachusetts, fought in 1775. As a county seat, Lexington has always been a center of government, commerce, education, and culture for the area. Its location on the Maury River in the Valley of Virginia has made it an important transportation hub. Footpaths and wagon roads, then riverboats, then railroads, then major highways have brought people, goods, and services to Lexington. Lexington is located approximately 50 miles northeast of Roanoke and 150 miles west of Richmond and is also well known as a center of higher education and history.

The City has been the home of a number of notable figures in American history, including Robert E. Lee and Thomas "Stonewall" Jackson, pioneer Sam Houston, and inventor Cyrus McCormick. Several historic monuments, stately buildings, and the region's natural beauty draw thousands of visitors to Lexington each year.

Quality of Life

Just 2.5 square miles in area, Lexington has been recognized by a number of publications, most recently by Smithsonian Magazine, which named it one of "The 20 Best Small Towns to Visit in 2013." It was also recognized in 2009 by Budget Travel as one of "America's Coolest Small Towns." The City has an active tourism bureau, a Chamber of Commerce, and a downtown merchants' association that support the local business community. The downtown area has a wide variety of shops and restaurants catering to local area residents, college students, tourists, and visitors. The core of the City is a nationally recognized Historic District, and boasts a variety of restored buildings, with brick sidewalks and street lamps that evoke an earlier time

and give the downtown area much of its charming character.

Charm, scenic beauty, two major schools, and history have made Lexington a cultural center. A number of well-known artists and sculptors have lived and worked in the City and surrounding area.

Quality of Life factors have also made Lexington a popular retirement destination. Many graduates of Washington and Lee (W&L) and of Virginia Military Institute (VMI) return to Lexington for retirement. Other retirees, with no previous ties to the community, have visited Lexington, liked it, and have retired here. The area's largest retirement complex, Kendal at Lexington, has many active retirees who consider themselves "Lexingtonians" even though Kendal is for the most part outside the city limits.

Population and Demographics



As measured by the 2010 Census, Lexington's population was 7,042 residents which included 2,237 households and a population density of approximately 2,800 people per square mile. Homeowners make up about 52% of the population, with an average household size of 2.12. The racial makeup of the City was approximately 85% White, 10% African American, 2% Asian, and 3% from other racial backgrounds. Hispanic and Latino members of any race made up 4% of the population.

Education and Healthcare

Education

The Lexington City School Division operates two schools in the City, Harrington Waddell Elementary and Lylburn Downing Middle School. High school students from the City attend Rockbridge County High School located in Lexington under a unique partnership arrangement. Rockbridge County Schools also operate Central Elementary and Maury River Middle School, each of which is located in the City of Lexington.

The City of Lexington is home to two of Virginia's oldest and most respected institutions of higher learning, W&L and VMI. W&L was founded in 1749 as Augusta Academy, and renamed Liberty Hall Academy in 1776. George Washington gave the Academy an endowment of \$20,000 in 1796, after which the school changed its name to Washington Academy, and later Washington College. In 1865, Robert E. Lee became president of the college, and served until his death in 1870. Following his death, the school changed its name to W&L, in recognition of Lee's service and accomplishments. Lee Chapel, where Robert E. Lee is entombed, is now listed as a National Historical Landmark. The University which has approximately 2,000 undergraduate and 400 law students consists of three academic units: The College; the Williams School of Commerce, Economics, and Politics; and the School of Law and is highly ranked by various publications.

Adjoining W&L, VMI was founded in 1839 on the site of the state arsenal in Lexington. VMI is a state-supported military college in Lexington, the oldest such institution in the United States and has about 1,500 undergraduate students. Unlike any other senior military college in the United States, all students at VMI are military cadets pursuing bachelor's degrees. VMI is also the fourth oldest school of technology in America, offering degrees in engineering, chemistry, physics, biology, and computer science, in addition to the military training required of all cadets. VMI has been recognized by a number of national publications as one of the top public universities in the nation. One of its most famous figures was Thomas "Stonewall" Jackson, who was professor of physics from 1851 until he was called to military service in 1861. Following his death in 1863, Jackson was buried in the cemetery on South Main Street that now bears his name.

While retirees find the City of Lexington and the Lexington area appealing, the City's median age is 21.6 years, due largely to the large number of students from W&L and the VMI who reside within the City providing a blend of age groups in the community.

In 2014 Lexington's median income for households stood at \$36,840, and the per capita income was \$15,627. The percentage of population considered to be below the poverty line was 19.3%.

Employment and Economic Development

The City of Lexington is the center of government and commerce for Rockbridge County, and also serves as a center for tourism and culture. The presence of W&L and VMI in the City is the base for a large number of businesses which provide services to students, faculty and staff of the two schools.

The City's labor base of approximately 4,928 workers includes a robust number of government employees (24.4%) who work at the Federal, State and local levels. Other major employment sectors for the City include 16.4% of the local workforce in accommodation and food services, 9.9% in the health care sector, and 6.8% in retail trade. The City's unemployment rate as of June 2016 was 8.2%.

The City's largest employers are in higher education, with W&L serving as the City's largest employer, followed by VMI. Stonewall Jackson Hospital is the City's third largest employer.

Major Employers in the City of Lexington

Washington & Lee
Virginia Military Institute
Stonewall Jackson Hospital
City of Lexington
Aramark Campus LLC
Kroger

Sources: Virginia Employment Commission; Quarterly Census of Employment and Wages (4th Quarter 2015)

Seven miles east of Lexington, in the City of Buena Vista, is Southern Virginia University. The University is a private liberal arts college, offering thirteen different majors to more than 800 undergraduate students. Also located in Buena Vista is Dabney S. Lancaster Community College – Rockbridge Regional Center, which provides two-year associate degrees and certificates by utilizing a variety of day and night courses for both credit and non-credit purposes.

Healthcare

Lexington is served by Carilion Stonewall Jackson Hospital, which is affiliated with Carilion Clinic in Roanoke. The hospital is a 25-bed critical access facility serving Lexington and the greater Rockbridge County community, and offers a full range of inpatient and outpatient medical services. The hospital has its own medevac unit, Life-Guard 12, which is one of three strategically located bases across Southwest Virginia. The permanent complex, complete with hangar, crew quarters and offices, was dedicated in October 2013 and replaces the temporary base formerly located in Rockbridge County.

Lexington Police Department



Established in 1867, the Lexington Police Department is a professional, progressive organization consisting of 18 sworn officers and 6 civilians. Including the functions of animal control and parking enforcement, the department's approved Fiscal Year 2017 operating budget is \$1.8 million. The department was first accredited by the Virginia Law Enforcement Professional Standards Commission in 1998 and has maintained that accreditation through all subsequent renewals. The department serves a citizen population of approximately 7,300 residents and students. In addition, the campuses of the VMI and W&L are located within the City.

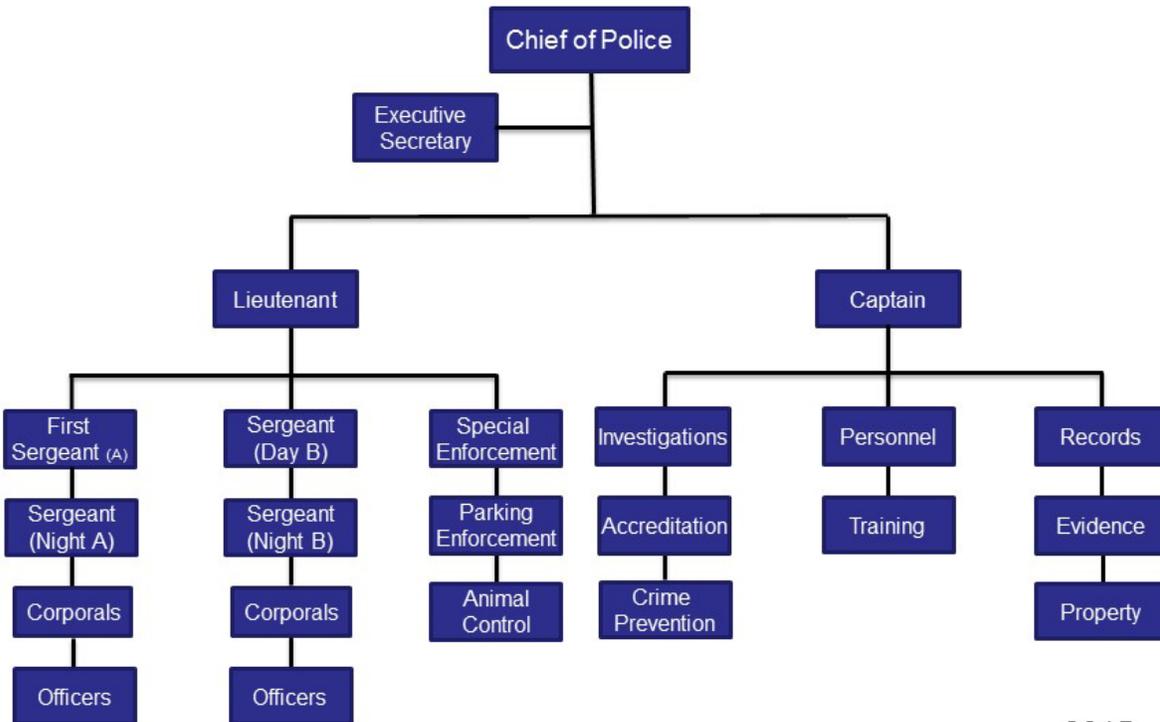
Lexington operates under the council-manager form of government consisting of a six-member City Council, elected at large, and an independently elected at-large Mayor. The Mayor and City Council appoint the City Manager. The Police Chief is appointed by the City Manager and reports to and serves under his/her general direction.

The Lexington Police Department's (LPD) mission is to serve all people within the jurisdiction with respect, fairness, and compassion. The LPD is committed to the prevention of crime, the protection of life and property, and the preservation of peace, order and safety. The LPD enforces laws and ordinances and safeguards constitutional guarantees. With community service as a foundation, the LPD is driven by goals to enhance the quality of life, investigate problems and incidents, seeks solutions and fosters a sense of security in the community. The LPD nurtures public trust by holding the department to the highest standards of performance and ethics. In order to fulfill the LPD's mission, the department provides a quality work environment and develops the entire department through effective training and leadership.

The vision of the Lexington Police Department is to enhance community safety and improve the quality of life in the City by exemplifying the values of Leadership, Pride and Duty through partnerships, creative strategies, and proven community policing approaches.

CITY OF LEXINGTON
Police Chief

LEXINGTON POLICE DEPARTMENT Organizational Chart



2015

2012-2015 Statistics

	2012	2013	2014	2015
<i>Misdemeanor Arrests</i>	365	513	320	307
<i>Felony Arrests</i>	64	67	25	40
<i>Public Intoxication Arrests</i>	114	33	22	57
<i>Driving Under the Influence Arrests</i>	31	24	19	33
<i>Speeding</i>	358	215	137	254
<i>Overtime Parking</i>	901	900	1037	717
<i>Marijuana Possession</i>	25	38	12	14

2012-2014, voted 8th safest city in Virginia • 2015, voted 5th safest city in Virginia

Position Profile

The City of Lexington is seeking an innovative, experienced, proactive leader who will foster collaborative relationships within the organization and the community at large. The incoming chief will be tasked with maintaining a safe and vibrant community through partnerships, planning and prevention. The chief will implement existing community policing and is expected to be on the leading edge of public safety innovation. The Chief of Police leads at several levels: as a member of the organization's leadership team, as the leader and public face of the Lexington Police Department, and as an individual who is actively involved in building a better and safer Lexington community. The position was created by the resignation of the incumbent after more than six years as the Chief.

Strong expertise in all facets of law enforcement and crime prevention is sought, the selected candidate will also have excellent leadership and administrative skills, outstanding communication and presentation skills, and the ability to solve problems. The candidate will possess a personal and professional background that can withstand extensive scrutiny. Candidates must demonstrate a track record of professionalism and integrity, striving for the highest ideals of public service and personal conduct. The Police Chief is expected to build and maintain relationships with VMI, W&L, Buena Vista, Virginia State Police and the Rockbridge County Sheriff's Office.

The selected candidate will be fair and equitable, able and willing to listen to the staff and the community, and be comfortable working with a diverse population. The Chief must be willing to hold him/herself and others accountable for an exemplary record of customer service and interaction with the community. The ideal candidate will be accessible, diplomatic and direct, establishing themselves as a credible community leader and community resource. Experience in a state/nationally accredited organization is preferred. Candidates are expected to be flexible, responsive to the needs of the entire Lexington community while managing a wide range of tactical and strategic issues simultaneously. The department is made up of highly trained officers. Candidates should be comfortable working in, and interacting with, an involved, welcoming university community.

Preferred Qualifications

The following attitudes, capabilities and demonstrated skills are essential to serve effectively as the Chief of Police in the City of Lexington. Key duties may include, but are not limited to, the following:

- A personal and professional commitment to the highest standards of ethical behavior and leadership which will motivate others and set standards for high performance
- Embraces the best policing strategies, management practices, and the development of skills in the workforce that promote visionary leadership throughout the organization and a well-trained, professional and customer service oriented workforce that will provide excellent police service
- Prevents and reduces crime and conditions that create social disorder by provisioning a full range of high-quality police services that foster an environment of public trust and confidence
- Enhances commitment to community policing by engaging the City's leadership, Police Department and public as co-producers of public safety
- Assesses, develops and implements innovative technological solutions, policies, and procedures, and organizational systems that result in excellent police practices
- Plans, directs, supervises and coordinates the activities of the Police Department personnel in preserving order, protecting life and property, and in enforcing laws and municipal ordinances
- Forging effective professional intergovernmental relationships with other public safety officials including the state, VMI, W&L, Rockbridge County Sheriff's Department and Buena Vista
- Cultivates positive community relations by interacting with civic and community groups; is approachable by the staff and public

The ideal candidate for Lexington's next Police Chief will have a broad and varied professional background which demonstrates success in working with diverse communities while leading a professional law enforcement agency engaged in proactive community policing.

- Experience in financial management, budgeting, innovative practices in police operations, and

information technology in a police-related environment

- Strong leadership and supervisory skills
- State of the art enforcement practices. Staff development, training, and community policing
- Skill in working with citizens, neighborhoods and the public in a diverse community

The City of Lexington is seeking candidates with a strong commitment and interest in:

- Fair, consistent and equitable treatment of all residents, students and visitors
- Absolute and unwavering integrity and honesty, both on and off the job. An understanding and appreciation for the political process without personal involvement in politics; respect for others
- Recognition of Lexington's uniqueness
- Modern principles, practices and techniques of police administration, organization and operation
- A vision that positions the department for today and for the future
- Recruits and retains new, diverse officers and keeps officers motivated and challenged
- Fits into a cohesive police department team. Is an advocate for and supports the officers, staff and their families; supports training and delegation. Coaches and mentors new officers and supports career development

Compensation and Benefits

The salary range for this position is \$75,000-\$86,350 depending on qualifications and experience. The City provides an excellent benefits package which includes participation in the Virginia Retirement System. The recruitment profile is available at www.lexingtonva.gov.

Application and Selection Process

This position is open until filled. A minimum of ten years law enforcement experience in a state, local or county police environment, with no less than seven years of progressively responsible supervisory service. The Chief shall have a Master's degree or a four-year degree in Criminal Justice or a related field from an accredited college or university. (Under certain conditions, the educational requirements can be waived based on a combination of education and experience). Virginia Law Enforcement Certificate preferred. Preference may be given to candidates who have completed nationally recognized advanced leadership training, such as the FBI National Academy or similar program.

Experience with a city or county law enforcement agency is highly preferred, as is experience at the level of chief, assistant/deputy chief or equivalent.

Please send a cover letter, completed City employment application, salary history, and five (5) professional references to Noah A. Simon, City Manager, City of Lexington, 300 East Washington Street, Lexington, Virginia 24450. Submissions can be sent via email to nsimon@lexingtonva.gov. Email submissions will receive a confirmation email within 48 hours.

Applicants selected as finalist for this position will be subject to a criminal history/credit/driver's license check prior to interview. After a review process, which may include a phone interview, a detailed background check, and a drug and alcohol screening will be conducted those candidates who are determined to be best suited for the position. The finalist will be interviewed in the City of Lexington. For questions or to request an accommodation, please call 540.462.3700.

The City of Lexington, Virginia is an Equal Opportunity Employer.