

CHIEF OF POLICE CITY OF LEBANON, NH

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This Profile is intended for use as a resource in the search for the City of Lebanon's next Chief of Police, both to provide prospective candidates with key information and to provide a framework for discussions between individuals involved in the search process and prospective candidates.

Much information is provided herein but candidates are encouraged to learn more about the City of Lebanon on its website: <http://www.lebnh.net> and are also encouraged to get more information at: <http://www.nhes.nh.gov/elmi/products/documents/upper-valley-onthemap.pdf>

There is a strong desire on the part of the City Council and residents to better shape and control their future and not just continue to have it happen to them. Citizen engagement efforts are at an all time high. The most recent City Manager instituted a Citizens Academy (<http://academy.lebnh.net>) that provides interested residents with an in-depth opportunity to learn about City government and issues. This program has been well-received and, along with many other outreach programs, has resulted in a better informed citizenry.

The City's resident population hovers around 13,500, but its estimated daytime population is nearly 35,000 with regional residents entering the City to work, shop, eat, visit doctors, dentists, banks, exercise facilities, and friends and family. The nature of the City's largest employers creates a transient resident population (staying three to five years on average) which presents a challenge when trying to balance the needs and interests of the more transient residents (and daytime population) with the desire of long-time residents to maintain the character and beauty of Lebanon as a small town in New England.

The City of Lebanon operates under a City Charter and a Council-Manager form of government. The City Manager is the chief executive/administrative officer, appointed by/reporting to a nine-member City Council.

The City has a workforce of 175 full-time equivalents, of which 118 are represented by one of four unions. Police employees are represented by the NEPBA.

The City of Lebanon is currently recruiting a new City Manager to replace the current City Manager. The next City Manager will be recruiting and hiring a Police Chief.

The City of Lebanon Police Department is organized into a Chief of Police, Deputy Chief of Police, and a Captain in charge of Patrol Services. Under the Captain, there are two Lieutenants over Patrol Services, a Communications Supervisor and a Custodian/Facility. One Patrol Lieutenant also supervises Training and School Crossing Guards and the other Patrol Lieutenant supervises the School Resource Officer. The Patrol Lieutenants split responsibility for supervision of three Sergeants and the remainder of the Department staff assigned to Patrol.

The Chief of Police has an Administrative Assistant and two Lieutenants directly reporting to

him in charge of Prosecution/Records (an attorney is in the process of being hired) and Investigative Services.

The Lebanon Police Department has a FY 2015 Annual Operating Budget of \$6.1M and 33 full-time sworn police officers. There are also four part-time sworn officers and 12 non-sworn officer positions that includes dispatchers, secretaries and a custodian. When the attorney is hired, there will be 13 non-sworn positions.

The Lebanon Police Department is a highly-regarded agency, with some of the best paid officers in the State. The Department is well-equipped and its use of technology is significant. The Department has high expectations for its next Chief of Police.

The Chief of Police job description provides detailed information about the duties, responsibilities, education, experience, skills and abilities required. The candidate for this position is required to have a Bachelor's degree with major course work in police administration or a related field, and ten (10) years of progressively responsible experience in law enforcement and crime prevention work, including five (5) years in a supervisory capacity. There is preference for a Chief of Police or equivalent in a community of like size to Lebanon that is facing similar opportunities and challenges.

The next Chief will be paid commensurate with his/her experience and qualifications, in keeping with the overall salary structure of the City of Lebanon. In addition, the City of Lebanon offers a substantial employer retirement contribution and an outstanding package of fringe benefits. The current salary range for Lebanon Chief of Police is \$76, 994 to \$111,087 per annum with a monthly vehicle provided.

Although desirable, residence within the City of Lebanon is not required of the new Chief of Police.

Position open until filled. First review of candidates on July 17, 2015. Confidential resumes by COB on July 16, 2015, to **James Mercer, The Mercer Group, Inc., 5579B Chamblee Dunwoody Road, #511, Atlanta, GA 30338. VOICE: 770-551-0403; FAX: 770-399-9749. E-Mail: jmercerc@mercergroupinc.com; Website: www.mercergroupinc.com EOE**

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