



WORTHINGTON , OHIO CHIEF OF POLICE

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POSITION IN BRIEF

The City of Worthington, Ohio, is seeking a dedicated and experienced individual to serve as its Chief of Police. This leadership role involves overseeing all aspects of the Worthington Division of Police, including administration, operations, and community engagement. The ideal candidate will possess a strong commitment to public safety, community policing, and professional development of the police force. The next chief of police must be highly visible in the community.



COMMUNITY

Nestled in the heart of Franklin County, Worthington exudes a timeless charm that seamlessly bridges the past and the present. As you stroll through its tree-lined streets, you'll discover a vibrant setting with extensive community connections, robust engagement, and a strong sense of identity. Founded in 1803 as the earliest planned community in Ohio, Worthington has a rich history that reflects its early American roots. The city was established by settlers from Connecticut and named after Thomas Worthington, one of Ohio's first senators, for his assistance in locating the land for the village. Worthington has preserved its historic charm while embracing modern amenities and services, making it a desirable place to visit, live and work.



A robust community visioning process in 2020 resulted in the adoption of a vision for the future of Worthington. There is an overall vision statement with seven vision areas that guide the city's activities:

WORTHINGTON'S FUTURE: WHERE TRADITION MEETS TOMORROW

Worthington is a vibrant community surrounded by history and natural beauty. It's a place Where Tradition Meets Tomorrow as our historic Village Green calls us together to honor our past, celebrate our lives and engage in civil debate for the betterment of our community. Worthington is home to safe, unique neighborhoods that residents maintain with pride. It has thriving business, retail and entertainment districts that attract a diverse workforce and visitors throughout the region.

Our natural parks and pathways foster physical and emotional wellbeing and provide space for people of all ages to renew and learn. It's a community that welcomes all and strives for accessibility, equity and sustainability as we live, work and play together. Worthington is among Central Ohio's most livable, viable and memorable communities.

People from all walks of life are attracted to the city for a myriad of reasons – history, nature, arts, schools, employment, recreation, services, neighborhoods – but they spend their lives and raise their children here because they're embraced and supported by a community that cares. It's this sense of community that is cultivated and preserved above all else. Our future rests in each other.



BUSINESS AND INDUSTRY

While predominately a residential community, Worthington possesses a healthy mix of industrial and commercial businesses. Approximately 19% of the geographic area of the city is commercial or industrial and the community benefits from a strong Central Ohio economy. The Wilson Bridge Road office corridor with freeway frontage along I-270 serves as the City's primary tax base. It is complemented by the industrial corridor along the eastern portion of the community and additional office and other commercial spaces along High Street. High Street, a major north-south roadway serving the region, travels through the physical and emotional center of the community, Old Worthington. Worthington's economy is supported by a mix of large, mid-size and small businesses, providing a variety of professional services, and light industrial operations. The city's thriving business community benefits from its strategic location near major highways and proximity to Columbus. Notable sectors include healthcare, education, and technology.

EDUCATION & LIFELONG LEARNING

Worthington Schools serve a diverse community that encompasses Columbus, Riverlea, Worthington, and portions of Sharon and Perry Townships. Consistently earning high ratings on the state's school district report cards, the school district provides robust academic programs and extracurricular activities to foster growth, creativity, and lifelong learning.

The mission of Worthington Schools is to empower a community of learners who will change the world. The school district believes in going beyond standardized measures of success, focusing on the holistic development of each student. Unique educational programs, innovative teaching methods, and active engagement with the local community ensure students are well prepared for life beyond graduation.

Worthington Schools are committed to maintaining a high standard of academic excellence. The district offers a wide range of classes and programs, including Advanced Placement (AP) courses, college credit plus classes, International Baccalaureate (IB) programs, and specialized schools such as Linworth Alternative High School, Phoenix Middle School, Worthington Academy and preschool.

Worthington's library system which serves the Worthington school district, has received many national honors and is continually recognized for its quality services. Strongly supported by the community, the library's mission is to connect people to a world of ideas and each other. They provide a wide range of services and programming and serve as a convener of the community around topics of interest.



ARTS

The Peggy R. McConnell Arts Center of Worthington provides display, gathering and performance spaces, artistic programming and an educational environment both inside the walls of their facility as well as out in the community. They are an active and engaged community partner and operate out of a City-owned building adjacent to Thomas Worthington High School and Evening Street Elementary School.

HEALTH AND FITNESS

Extensive opportunities exist for health and fitness activities in the community. The City provides the Worthington Community Center featuring an aquatic complex, fitness center, gym space and programming rooms. Worthington Parks and Recreation provides programming for all ages and a multitude of interests. Worthington Youth Boosters offer organized recreational activities for 14 different sports. Worthington boasts numerous parks and recreational facilities that enhance the quality of life for its residents. Key highlights include:

- Number of Parks: 14
- Facilities: Worthington Community Center, Worthington Pools Aquatic Center, Peggy R. McConnell Arts Center of Worthington, sports fields, playgrounds, and walking trails.
- Olentangy River Trail: A scenic multi-use trail perfect for biking, walking, and running, connecting Worthington to the Ohio State University campus and downtown Columbus.





CITY GOVERNMENT

GOVERNMENT

The City of Worthington is a Council-Manager form of government, operating under a city charter. This form provides for the election of seven council members for four-year terms on an at-large, nonpartisan basis. The seven council members appoint a city manager, who is the City's chief administrative official and has responsibility for City operations. The council selects a president, who presides over City Council meetings, and a president Pro-tem, who assumes the duties of the president in his/her absence. These positions are elected for two-year terms.

Worthington has a highly professional and ethical government culture that is well known for its stability. This is derived both from the form of government and from highly educated and professional City Council members, board and commission members, staff and citizenry who are thoughtful and strategic in their decision making.

THE POLICE DEPARTMENT

The Worthington Division of Police is dedicated to maintaining public safety and enhancing the quality of life for all residents. The department focuses on community-oriented policing and building strong relationships with community members. The Division is committed to working in partnership with the community in policing strategies. This partnership is built on mutual understanding and trust with an emphasis on equitable treatment and implementation of de-escalation strategies. The agency is certified by the Ohio Collaborative Community-Police Advisory Board on all group standards. To this end, they consistently evaluate their actions and report those findings to the community.



THE POLICE DEPARTMENT

DEPARTMENT MISSION, VISION, VALUES

"Our mission is greater than a single concise statement because our service to the community is tailored to many diverse needs. Our core values of Integrity, Respect, Commitment, Honesty, and Professionalism serve as guiding principles in all our actions.

The mission of the Worthington Division of Police is to foster a partnership with the community that enhances all aspects of the quality of life. We believe this mission is best accomplished by being responsive to changing community needs and by being responsible for our own actions at all times."

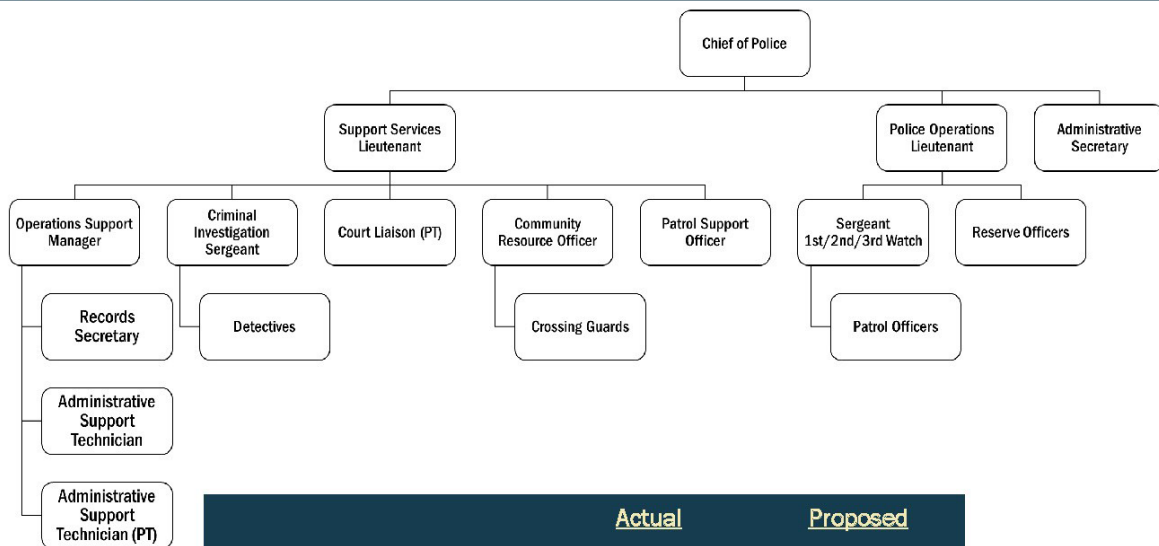
POLICE DEPARTMENT ORGANIZATIONAL CHART

The organizational structure of the Worthington Division of Police includes:

- Chief of Police
- Police Lieutenant (2)
- Police Operations
 - Sergeants
 - Patrol Officers
- Support Services
 - Investigative Division
 - Community Resource Officer
 - Court Liaison
 - Operations Support
 - Patrol Support Officer



Staffing Summary:



Staffing Summary	Actual		Proposed	
	2022	2023	2024	2025
Full-Time Budgeted	38.00	38.00	38.00	38.00
FTE (full-time equivalent)	2.50	2.50	2.50	2.50
Total	40.50	40.50	40.50	40.50

NIBRS CRIME STATS FOR WORTHINGTON, OH

The National Incident-Based Reporting System (NIBRS) provides detailed crime statistics for Worthington. Key data points include:

- Violent Crime: Low incidence of violent crime, contributing to a safe community environment.
- Property Crime: Occasional incidents of property crime, with a focus on prevention and community awareness.
- Overall Crime Rate: Worthington enjoys a relatively low crime rate compared to national averages.

QUICK POLICE STATS:

CALLS FOR SERVICE:	
2021	15,255
2022	14,912
2023	17,009
2024 (First ½)	9,299



PART 1 CRIMES:	2021	2022	2023
Motor Vehicle Theft	9	18	24
Theft	147	159	113
Breaking & Entering	14	9	11
Burglary	8	3	2
Arson	0	0	0
Assault	11	11	5
Aggravated Assault	2	4	4
Robbery	6	7	5
Rape	3	2	2
Kidnapping	0	0	0
Homicide	0	0	0



TRAFFIC ENFORCEMENT:	2021	2022	2023
Citations:	669	1335	1625
Warnings:	455	1298	1470
Crash/Injury:	222/77	243/99	247/733



CHALLENGES FOR THE POLICE DEPARTMENT

The Worthington Division of Police faces several challenges, including:

- **Community Needs:** Adapting to the changing needs and expectations of a diverse and evolving community.
- **Resource Management:** Ensuring adequate staffing and resources to meet public safety demands.
- **Community Relations:** Strengthening trust and collaboration between the police and the community.
- **Technological Advancements:** Integrating new technologies to enhance policing capabilities and efficiency.

Competitive candidates will possess the following attributes:

Visionary Leadership: Demonstrated competence and willingness to collaborate with internal and external stakeholders to develop strategic plans and implement community safety metrics that are not just law enforcement related. The next Chief of Police must have the ability to foster a supportive, collaborative, creative, and innovative environment that develops staff capabilities.

Compassion: Absolute commitment to using head and heart to inspire and influence others by consistently practicing empathy, kindness, and sympathy, and thereby positively influencing others.

Critical Thinking: Proven ability to understand logical relationships between concepts and ideas, recognize the importance of the relationships, carefully evaluate options, and make the decisions that will most positively impact desired outcomes.

Ethical Leadership: Unquestionable demonstration of appropriate conduct, integrity, morals and ethics through personal actions, deeds, words, and interpersonal relationships. Ability to inspire an ethical environment within the Division.

THE NEXT CHIEF OF POLICE MUST HAVE:



- A proven track record of success in a comparable community and a demonstrable commitment to equity and inclusion.
- A firm grasp of municipal law enforcement methods and the willingness to adapt to evolving standards and practices in accordance with community needs and expectations.
- The ability to develop and maintain positive relationships with elected officials, business and community leaders, advisory boards, the news media, and the community.
- Exceptional communication skills with the ability to inspire credibility and public trust and interact respectfully with citizens from all backgrounds.
- The ability to negotiate agreement and/or reach consensus among diverse interests.
- Strong mentorship skills to identify, develop, and collaborate with high-quality staff to achieve effective and efficient service delivery.
- The ability to attract and retain a diverse staff of sworn and civilian staff.
- The ability to lead as a positive role model for customer service, ethical behavior, transparency, dispute resolution, and problem-solving, fostering a culture that values and respects all members of the team and the community.

THE SUCCESSFUL CANDIDATE WILL:

- Be adept at combining a hands-on management style with authentic leadership, and an ability to work with a variety of stakeholders.
- Be able to thoughtfully represent the interests of the department and the City, with a high level of community engagement.
- Demonstrate inclusive leadership in the community and police department.
- Possess a strong background in the professional development of all staff especially focused in developing the departments' future leaders.
- Demonstrate experience building successful partnerships with community stakeholders, especially underserved and underrepresented communities.
- Have a proven history of practicing the principles of 21st Century Community Policing and building community problem solving partnerships.
- Demonstrate experience receiving positive outcomes applying problem solving approaches within the community.
- Possess knowledge and experience with media relations, including the use of social media as an opportunity to engage Police Division stakeholders and promote the mission and goals of the Division and the City.
- Have a history of intergovernmental cooperation and relationship building.
- Possess experience interacting and collaborating with other law enforcement agencies and mutual aid groups.
- Be familiar with professional best practices.
- Be a strategic thinker, anticipating issues or trends and open to new approaches and technologies while also understanding the needs of the City and of the region's public safety community.
- Possess well-developed financial management skills, knowledge of budgeting and capital planning, familiarity with organizational management, and a clear understanding of resource and budgetary limitations
- Be knowledgeable of law enforcement accreditation standards.
- Have experience in labor/management interactions and succession planning, and a commitment to continued professional development of all members of the Police Division.
- Possess excellent writing and public speaking skills and the ability to adjust one's approach based upon the audience.
- Possess an excellent reputation and a high level of honesty and integrity.
- Be visible and available inside and outside the Department. The Chief must be a role model to all staff, providing leadership in all aspects of the Police Division and the City.



QUALIFICATIONS OF CANDIDATES

Candidates for the position of Chief of Police should meet the following qualifications:

- **Experience:** Minimum of 10 years of law enforcement experience, with at least 5 years in a supervisory or management role.
- **Education:** Bachelor's degree in Criminal Justice, Public Administration, or a related field (Master's degree preferred).
- **Certification:** Completion of advanced law enforcement training, such as the FBI National Academy, FBI LEEDA, SMIP, Northwestern School of Police and Command, CLEE or similar program.
- **Career:** Candidates are preferred to have experience as a lieutenant or above in a similar size or larger police department. A diverse range of police assignments and work is preferred.
- **Community Involvement:** Demonstrated experience in community policing and engagement initiatives.
- **Proven Track Record:** A history of successful leadership and management within a law enforcement agency.

HOW TO APPLY

Interested candidates are invited to submit their application along with a detailed resume and cover letter outlining their qualifications as well as 5 professional references at: www.govhrusa.com. Cover letter should be addressed to the attention of Jon M. Fehlman and Marc Hornstein. Deadline for applications is August 19th, 2024.

The City of Worthington is an equal opportunity employer and encourages applications from diverse candidates.

Applications for the position of Chief of Police in Ohio are subject to the Ohio Open Records Act.



LINKS

[Experience Worthington](#)

[Worthington Schools](#)

[Worthington Homes for Sale](#)

[City of Worthington](#)

[Worthington Visioning](#)

