

# CCNA

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## COALITION OF CITY NEIGHBORHOOD ASSOCIATIONS

### Sarasota Chief of Police Position Criteria | October 2021

*The following criteria, attributes, skills were compiled from CCNA neighborhoods at the request of City Manager Marlon Brown to help inform the selection of the next Chief of Police for the City of Sarasota.*

*This is a non-ordered list, we leave the prioritization of these items to the City Manager, the Deputy City Manager and the Human Resources team of the city.*

- Strong, actionable commitment to Community Policing.
  - Ideally, Officers assigned to neighborhoods on foot or bike (or park the car and walk) so they are visible and accessible to residents.
- Knowledge of and experience with Intelligence-Led Policing.
- The Chief should be visible and actively engaged with residents through neighborhood associations. Receiving and providing direct feedback to the community.
- Awareness of the Chief's role as a major public face for our city.
- Evidence of strong abilities in conflict resolution.
- Delivers an environment of inclusiveness and diversity inside and outside the SPD.
- Supports reforms to reduce/eliminate racism, sexism and implicit bias within the force and in police interactions with the community.
- Ability to communicate and coordinate with other city and community agencies (potentially with overlapping missions) to ensure timely action on an efficient and effective basis.
- Creates a work culture within the SPD where there is active listening up and down the command structure; where the best ideas are recognized and implemented.
- Education: minimum education requirements expected, even mandated by statute but recommend they be enhanced as needed to reflect the need for strong management, communication & leadership skills.

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- In addition to Criminal Justice consider, leadership, management, public administration, even social work.
- Experience: consider whether prior chief experience on a Sarasota or larger scale is a requirement.
- Determine position requirements based on where Sarasota is going not only on where we are.
- Must be an active listener who can assimilate information in real-time - objective, open to multiple viewpoints, able to promote progress through compromise when needed.
  - Ability to listen and communicate with stakeholders at all levels of the community.
- Ability to make a mistake, own it, and take expedient corrective action.
- Ability to develop and deploy new and creative solutions to area of community involvement, public safety, homelessness, etc. Within the city.
  - Ability to develop and implement compassionate solutions to issues such as homelessness while balancing the needs of residents and property owners.
- Ability to manage and lead the SPD
  - Budgetary effectiveness and efficiency.
  - Personnel - hiring and career development of officers and staff.
  - Community outreach and communication.
  - Receptive to community input and feedback.
- Strong personal character and integrity.
- Knowledgeable in law enforcement best practices
  - Able to create a command team of experts who operate as a team.

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- Be a strong catalyst for change in an environment where change may be the watchword of the day.
  - Ability to anticipate the need for change both internal and external.
- Create and and enhance a culture of accountability and responsibility.
- Have the vision to develop a strategic and tactical approach to prepare the SPD to excel as an organization in decades ahead.
  - Hire a chief who has a job expectancy of 5-15 years.
- Attention to detail - The SPD Chief must be a hands-on leader and manager not an administrative head.
- Proven sense of judgement and ability to do the right thing even when it is not the popular thing.
- The ability to deliver a high-level of resident services through crime prevention, apprehension, traffic control, visibility, overall public safety, etc.
- LEADERSHIP
  - Listening actively - understand the situation, be non-judgemental
  - Education - now and future, develop a culture of life-long learning
  - Attention to detail
  - Directions - display a consistent, dependable management style
  - Evolution to the future, ability to adapt and change
  - Resourcefulness
  - Service oriented
  - Humor - required
  - Integrity
  - People skills



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- Set a high level of knowledge of local, state, and federal laws.
- Be or become a city resident.