

**CHIEF OF POLICE FOR THE
LAFAYETTE, LA POLICE DEPARTMENT**

DISTINGUISHING FEATURES OF THE CLASS

This is highly responsible administrative and technical work as commanding officer of municipal police services. Work involves responsibility for the effective and efficient operation of the Lafayette Police Department and for planning, organizing, evaluating, and directing its activities; assuring that law and order are maintained, that laws and ordinances are enforced; and that measures are implemented to prevent crimes and to protect lives and property. Work involves consulting with public safety and other officials in determining overall plans and policies to be followed in planning and conducting police operations. Supervision is exercised over all personnel of the department. Work is performed with latitude in developing, interpreting, and applying departmental policies and procedures. Work is performed under the administrative direction of the Chief Administrative Officer and ultimately the Mayor of Lafayette.

EXAMPLES OF WORK

Examples listed below are illustrative only. They are not intended to include all duties which may be assigned, neither are they intended to exclude other duties which may be logical assignments to this class.

- Plans, organizes, and directs the programs and activities of the Lafayette Police Department; and evaluates police service needs of the community.
- Supervises directly, or through subordinates, a large staff of law enforcement and clerical employees.
- Consults with top City officials and with representatives of other police agencies in developing overall policies and procedures to govern the activities of the department.
- Assumes direct command of forces in emergency response situations or in major law enforcement operations. This includes developing and implementing emergency response plans, coordinating with other agencies, and providing leadership during times of crisis.
- Directs and participates in the preparation of the annual operating budget, capital requests, and in the control and expenditure of appropriations.
- Cooperates with parish, state, and federal officials in the conduct of programs of mutual interest and concern.
- Attends and participates in public functions for the purpose of crime prevention, law enforcement, and establishing sound public relations; oversees the investigation of and responds to major citizens requests and complaints.
- Performs any related duties assigned.

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NECESSARY KNOWLEDGES, SKILLS, AND ABILITIES

- Thorough knowledge of modern principles, practices, and methods of police administration, organization, and operations.
- Thorough knowledge of the current literature and of trends and development in the field of police science and administration.
- Thorough knowledge of standards by which needs for and the quality of police service may be soundly evaluated.
- Strong leadership skills are desired to effectively manage personnel, lead teams, and make critical decisions under pressure. Experience in strategic planning, organizational development, and community engagement is also critical.
- Thorough knowledge of the organization and functions of other governmental units concerned with police work to include knowledge of state and federal laws, local ordinances, and judicial holdings relevant to police work.
- Ability to plan, organize, supervise, and evaluate the work of subordinate personnel.
- Ability to organize and coordinate the activities of a large, complex organization, to develop proper training and instructional procedures, and to maintain a high level of discipline and morale.
- Ability to communicate effectively with diverse stakeholders, including officers, city officials, community members, and the media, is vital. Chiefs of Police must be able to articulate their department's priorities, policies, and initiatives clearly and concisely.
- Ability to establish and maintain effective work relationships with employees, officials, and the public.

QUALIFICATION REQUIREMENTS

Unless otherwise specified, all requirements must be met before admission to examination.

Must meet all requirements of the Municipal Fire and Police Civil Service Law, including being a citizen of the United States.

Applicant must possess one of the following: high school diploma, high school equivalency certificate, high school transcripts, affidavit from the issuing high school, associate's or bachelor's degree, or college transcript, any one of which must indicate that graduation has occurred or a degree awarded. Any Louisiana applicant who presents a home study diploma shall submit necessary documentation indicating Louisiana Board of Elementary and Secondary Education (BESE) approval of the home study curriculum. Non-Louisiana applicants shall be required to present proof of completion of a high school curriculum which has been accredited by the applicant's state, or its state-approved agency. A certification of completion shall not be sufficient to substitute for a diploma or equivalency certificate.

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Must have attained at least a Bachelor's degree or in lieu of a Bachelor's degree, applicant must have been employed with the Lafayette Police Department as a commissioned officer prior to October 18, 1979 and still employed as such, with no discontinuation of employment.

Must have ten (10) year of law enforcement work with a law enforcement agency or police department that is similar or larger in size than the Lafayette Police Department.

After offer of either employment or promotion to a position, must meet and maintain any medical and physical fitness standards designed to demonstrate good health and the physical ability to perform the essential duties of the position, with or without accommodation, as determined by a qualified medical physical and administered by the Appointing Authority.

HOW TO APPLY

Qualified candidates are invited to submit their resume, a cover letter, and professional references to applicant@LafayetteLA.gov include "Lafayette Chief of Police" in the job interest subject line. For questions, also email applicant@LafayetteLA.gov and include "Questions" in the subject line.

Police Chief LY	
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