



FAQ: Police Chief Search

HIRING PROCESS

Q: How long will the position be posted and when will it close?

A: The position was posted on Tuesday, November 12, 2013 for 30 calendar days and will close on December 11, 2013.

The position is posted on the following:

City of Columbia website

Municipal Association of SC website

CALEA (Commission on Accreditation for Law Enforcement) website

SC Association of Counties

IACP (International Association of Police Chiefs) website

Other law enforcement and recruiting sites

PERF (Police Executive Research Firm) website

ICMA (International City/County Management Association)

Q: What is the projected date for hiring a permanent police chief?

A: A comprehensive interview and selection process will be conducted during the months of January-February. The projected date to offer the applicant the position will be mid-February and the new Chief of Police will begin working in March of 2014.

****However, this projected timeline may be subject to change based on developments during the hiring process.**

Q: How were the experience and education requirements established?

A: The minimum education and experience requirements were established to cast a wide-net and ensure that we have the maximum number of qualified applicants available. These requirements allow candidates with progressive leadership experience to be considered for the position. The City reviewed information from CALEA (Commission on Accreditation for Law Enforcement), IACP (International Association of Police Chiefs), PERF (Police Executive Research Firm) and other local governments (Charleston SC, Charlotte NC, Greenville, SC and Rock Hill, SC) to establish the minimum requirements.

SEARCH COMMITTEE

Q: Who will hire the police chief?

A: The City Manager will hire the permanent police chief. City Manager Teresa Wilson will make the final definitive decision and will select the individual that she identifies as the best candidate for the position, based in part upon information and input from relevant communities, disciplines and stakeholders at local, state and national levels.



FAQ: Police Chief Search

Q: What will be the role of the Search Committee in the police chief search process?

A: The Search Committee will serve as a resource for the City Manager through the process of selecting the next successful City of Columbia Police Chief. The Search Committee will lend their expertise and knowledge of law enforcement to ensure a comprehensive selection process. The committee will participate in some or all of the following: screening applications, establishing interview questions, participating in interviews, communicating with persons relevant to the process such as previous supervisors, colleagues, references, etc. The committee will also assist in citizen engagement efforts.

PUBLIC INVOLVEMENT/PUBLIC INPUT

Q: Will the public have an opportunity to be involved in the process?

A: Representatives from the law enforcement community, neighborhood associations, business and hospitality communities will be identified to actively participate in the process. There will also be opportunities for the public to participate in the process.

STATUS OF THE INVESTIGATION, ETC.

Q: Why has the decision been made to move forward even though the results of the investigation have not been announced?

A: The City Manager and executive management team made the decision to move forward in the best interest of the community and the police department. The investigation began 3 months ago and at this juncture, Ms. Wilson has not been given a definitive answer regarding when the investigation will close or when the report will be released to the public. The Columbia Police Department has made significant strides in providing effective law enforcement activities and it is important to support their efforts by moving forward to select a permanent police chief for the department.

Q: What is the status of the investigation?

A: The investigation is ongoing. When the City of Columbia receives information that can be shared with the public or the media, that information will be forwarded (based on approval from the appropriate agency).

Q: Will the status of the investigation affect how the hiring process will be handled?

A: The process will not be affected by the status of the investigation. We will be moving forward with a timeline and process that was established prior to being put on hold because of the investigation. All qualified candidates will be given the same opportunity to participate in this process.