



CITY OF ANNAPOLIS POSITION ANNOUNCEMENT

POLICE CHIEF

Application: Interested employees may apply through the City's Career page on the website: <https://www.annapolis.gov/237/Jobs-with-the-City>

Opening Date: 07/20/2026

Closing Date: 08/01/2026

Salary: \$142,800.00-\$224,400

The City of Annapolis, Maryland seeks a highly-qualified, law enforcement professional to provide innovative and community-oriented leadership as Police Chief for the City of Annapolis. The position offers an opportunity to plan and direct the activities of the police department and enforce laws in Maryland's capital city using a community policing approach.

The successful candidate will have a proven record of collaborative and inclusive leadership in a law enforcement agency with demonstrated success in improving public safety. The ability to build cooperative relationships and trust and respect with the community, the department's officers and employees, and the Mayor and City Council is critical.

The ideal candidate will:

- Be of the highest integrity
- Embrace diversity in the workforce and community
- Have a demonstrated ability to devise solutions to complex policing issues
- Have the ability to recruit and retain a qualified and diverse workforce
- Have the ability to extend the capabilities of the department's policing efforts using innovative technology solutions
- Possess strong organizational and management skills
- Be transparent, open-minded, and accessible

The Police Chief is appointed by the City Manager with the approval of the Mayor and confirmation of the City Council. The powers and duties of the Police Chief as prescribed in the City Charter, Article VI, Section 8, are:

- To preserve the public peace;
- To engage in programs of crime prevention;
- To apprehend individuals accused or suspected of committing crimes;
- To protect the rights of persons and properties;
- To establish and enforce policies, procedures, rules and regulations related to the parking of motor vehicles, subject to the approval of the city council;
- To enforce the law.

EXAMPLES OF DUTIES AND ESSENTIAL FUNCTIONS

- Plans, directs, coordinates, evaluates and supervises police operations
- Builds a department that embraces inclusiveness and diversity in the workplace
- Formulates crime prevention and law enforcement strategies with an emphasis on community policing
- Formulate crime prevention and law enforcement strategies to address emerging trends, such as substance abuse and opioid addiction, human trafficking, gun violence, gangs, and technology enhancements and solutions
- Directs the investigation of major criminal offenses
- Works in coordination with other public safety agencies as a part of a unified command under the guidelines of the National Incident Management System principles
- Ensures efficient operations of the department
- Develops, implements, and enforces departmental policies and procedures as mandated by law
- Enforces departmental rules and regulations, work methods, and procedures
- Handles grievances and maintains discipline and the conduct and general behavior of the department
- Makes appointments, promotions, and terminations of personnel as appropriate
- Investigates and resolves complaints against individual officers and services rendered by the department
- Advises the Mayor, City Council, and City Manager on law enforcement matters
- Prepares reports for the Mayor, City Council, City Manager, Federal Bureau of Investigation, and other law enforcement and government agencies as required
- Prepares and manages the police department budget, controls expenditures of departmental funds, and ensures financial management policies are in place
- Works with the Anne Arundel County State's Attorney's Office and federal prosecutors to ensure justice within the criminal justice system

MINIMUM QUALIFICATIONS AND EXPERIENCE

Candidates must meet the following minimum qualifications found in Article VI, Section 8 of the City Charter:

- A Bachelor's degree in law enforcement or public safety administration.
- A minimum of twelve years' experience of progressively responsible law enforcement experience with no less than two years in an executive or supervisory capacity

PREFERRED QUALIFICATIONS AND EXPERIENCE

In addition to the minimum qualifications and experience required by the City Charter, preference will be given to candidates with the following additional qualifications and experience:

- A Master's from an accredited college or university with major course work in criminal justice, police administration, public administration, business administration or related field
- A minimum of ten years of progressively responsible law enforcement experience, including a minimum of five years in a command staff capacity
- Thorough knowledge of modern law enforcement best practices, principles, procedures, techniques, and equipment
- Specialized education such as the FBI National Academy
- Possession of a Maryland Police and Correctional Training Commission Certification as a law enforcement officer

ADDITIONAL ELIGIBILITY QUALIFICATIONS

- Possession of a valid Driver's license