



CITY OF WESTMINSTER

# Police Chief





## The Position

The City of Westminster, Maryland, is seeking an accomplished and visionary Police Chief who will build upon a robust foundation, community-oriented policing, and exceptional public safety. This is a rare opportunity to lead a full-service municipal police department, renowned for its strong community trust and innovative approach to problem solving. The next Police Chief will guide a dedicated team of sworn officers and civilian professionals through a seamless transition, as the current Chief retires after ten years of service with the Police Department.

The Police Chief provides comprehensive leadership and strategic direction to the Westminster Police Department, overseeing 42 sworn officers and 12 civilian personnel. The Chief guides an integrated team responsible for delivering a full spectrum of police services through two main bureaus: the Patrol Bureau, which provides 24/7 uniformed service and special event oversight and community outreach via its Special Operations Section and the Criminal Investigations Bureau (CIB), which handles major crime investigations and arrest warrant service, and which includes a Strategic Enforcement Unit focused on data-driven crime reduction strategies. Key operational support functions, including the Body-Worn Camera program, Communications Division, fleet, and facilities management, fall under the Chief's ultimate oversight, largely managed by the Deputy Chief. Additionally, the Chief serves as the City's de facto Emergency Manager, coordinating with county and state emergency management entities to ensure robust preparedness and response to critical incidents.

The Chief is responsible for championing and advancing modern, best-practice policing strategies, such as the department's current core philosophies of Data-Driven, Problem-Oriented, and Community-Oriented Policing. This includes leveraging crime reduction tools and software to enhance operational efficiency and resource allocation for optimal public safety outcomes. The Chief will ensure the continued effectiveness of collaborative programs like the Overdose Quick Response Team and Law Enforcement Assisted Diversion (LEAD), which help to facilitate significant reductions in both fatal and non-fatal drug overdoses. Additionally, the Chief will lead critical initiatives in personnel development, including robust leadership training for supervisors and commanders, and strategic recruitment and retention efforts to attract and cultivate top talent within the department.

In the City Charter, the Mayor is responsible for making recommendations to the City Council for the Police Chief and other department heads for hiring and firing decisions. The Mayor and Council have historically asked the City Administrator to provide a recommendation on these personnel decisions. The Police Chief reports directly to the City Administrator. This dynamic leader will work closely in collaboration and partnership with other key criminal justice stakeholders in Carroll County, including the Carroll County Sheriff's Office, the Maryland State Police, and the State's Attorney's Office.

The Chief will also maintain strong relationships with other key government, non-profit, and community organization stakeholders, such as the County Health Department, various social service organizations, the Downtown Business Association, the NAACP, the Boys & Girls Club, and local schools, solidifying the department's proactive and responsive role within Westminster.

## Priorities

- Personally engaging with both sworn personnel and civilian staff on a regular basis to foster direct communication throughout the department.
- Continue to foster collaborative relationships with city departments, county agencies, and other key community stakeholders, ensuring coordinated efforts to address complex issues that pose both public safety and public health challenges.
- Champion the strategic utilization of new data analytics tools and technologies, integrating predictive policing and data-driven insights to optimize deployments, enhance efficiency, and improve public safety outcomes.

## The Successful Candidate

The next Police Chief for the City of Westminster will be a highly visible, community-focused, and morally courageous leader capable of inspiring both internal excellence and deep community trust. The ideal candidate will possess the political savvy and transparent communication style necessary to explain the “why” behind policing decisions, fostering understanding and collaboration with diverse stakeholders. This leader will thrive in a city that is well-managed, deeply supportive of its Police Department, and values proactive public safety. The Chief will navigate complex issues with balance and non-partisanship, ensuring the department continues its reputation for responsive, high-quality services to all residents and businesses.

The successful candidate will demonstrate strong leadership and management skills, with a proven ability to lead a full-service police agency. This includes a track record of effective patrol and investigations experience and leadership in operational settings, having successfully guided teams through challenging situations as well as a comprehensive understanding of administrative functions required to run a full-service law enforcement agency. The ideal Chief will delegate effectively, continuously assess departmental performance, and empower staff through mentorship and professional development plans. They will particularly focus on developing new supervisors, cultivating leadership at all ranks, and ensuring that all officers embody the principles of community and problem-oriented policing.

The Chief will serve as a key internal and external consultant, advising City leaders on public safety best practices and departmental initiatives. This dynamic and innovative leader will work tirelessly to foster a collaborative work environment within the department, and will strive to fully embed a modern, community-centric policing approach. The successful candidate will champion a culture of accountability, ensuring the proper application of the rule of law, unbiased policing initiatives, attention to detail in reporting, proper documentation of actions, and adherence to standard operating procedures, while promoting transparency and trust both internally and with the public. They will proactively address complex community challenges through interagency partnerships and will proactively combat pervasive crime such as illegal drug distribution and organized shoplifting.

The ideal Police Chief will possess a strong foundation in data-driven policing, capable of leveraging crime reduction tools to enhance deployment strategies and improve public safety outcomes. They will have a demonstrated ability to secure and administer grants, contributing to the department’s continuous advancement in equipment and training. This leader will exhibit exceptional critical thinking and communication skills, able to articulate complex issues clearly, whether in media releases or in direct interactions with the public and City officials. Their collaborative spirit will extend to maintaining and building strong relationships with county and state law enforcement partners, including the Sheriff’s Office, Maryland State Police, and the State’s Attorney, ensuring seamless multi-jurisdictional efforts for the safety of Westminster and Carroll County.



## Qualifications

**Minimum requirements** include a bachelor's degree from an accredited college or university; valid law enforcement officer certification through the Maryland Police Training and Standards Commission (MPTSC) or out of state equivalent; extensive experience working in a full-service law enforcement agency; ten years of law enforcement command experience, to include at least three years of senior command-level experience with oversight of both police operations and administrative functions. Equivalent experience/qualifications will be considered.

**Preferred qualifications** include a master's degree; graduation from a senior command/leadership program such as FBI National Academy, Northwestern School of Police Staff and Command, or equivalent; demonstrated success in building partnerships with social service organizations, county and state police agencies, and business and community members; experience in managing and securing grant funding and working with a prevention and problem-orientated community-focused policing philosophy is highly desired. A proven track record of mentoring and developing officers, and fostering a culture of transparency, accountability, and service will distinguish top candidates.



## Inside The Organization

The City of Westminster, Maryland, operates under a Mayor-Council form of government, ensuring efficient and responsive public service delivery. The Mayor and City Council serve as the legislative body, providing strategic direction and setting policy for the City.

The City of Westminster is characterized by its proactive approach to community well-being and strategic development. Westminster is a city that values its close-knit community, its rich history, and a forward-looking approach to governance, creating a supportive and engaging environment for both its citizens and its dedicated public servants.



## Inside the Police Department

The Westminster Police Department (WPD) is a full-service municipal police agency, established in 1839, dedicated to providing community-oriented law enforcement services. The WPD's current mission revolves around three fundamental pillars of policing:

**Data-Driven Policing:** Using available information and technology to increase efficiency and effectiveness in all operations.

**Problem-Oriented Policing:** Coordinating internally, with partner law enforcement agencies, and with community members to proactively problem-solve continuing public safety matters.

**Community-Oriented Policing:** A policing culture that involves all sworn staff consistently and proactively engaging with and collaborating with members of the community to address public safety matters.

The department is led by the Chief of Police, supported by a senior command staff that includes a Deputy Chief and two Captains. This leadership team fosters a collaborative environment.

For Fiscal Year 2026 (FY26), the Westminster Police Department operates with an approved budget of \$9,947,973, reflecting the City's strong commitment to public safety. The department is authorized for 55.3 Full-Time Equivalent (FTE) positions, comprising a dedicated team of sworn officers and civilian professionals.

### The WPD is comprised of two primary bureaus:

- The Patrol Bureau delivers uniformed patrol services across all areas of the City, engaging in proactive enforcement efforts, foot and bicycle patrols, and managing special events. It includes a Special Operations Section dedicated to community outreach, emergency operations liaison, and parking enforcement.
- The Criminal Investigations Bureau (CIB) is responsible for the investigation of major crimes and the service of warrants. The CIB includes a Strategic Enforcement Unit (SEU) that utilizes data-driven strategies for crime and traffic patterns, and its members are assigned to countywide multi-jurisdictional task forces focusing on drug, firearms, and child abuse investigations.

Supporting these critical operations, the Chief also oversees vital functions such as our Body-Worn Camera program, the Communications Division (staffed by a supervisor, a CSII, and six dispatchers who also handle police records), and fleet and facilities management. The WPD's dedicated civilian staff plays a crucial role in the department's overall effectiveness.

The WPD prides itself on a supportive, "family-feel" work environment where officers are encouraged to take personal initiative, receive specialized training, and see the direct impact of their work. The department is not unionized.





## The Community

The City of Westminster is the county seat of Carroll County, centrally located approximately 35 miles northwest of Baltimore and 56 miles north of Washington, D.C.

Founded in 1764 when William Winchester laid out its original lots, Westminster was incorporated in 1838 shortly after the creation of Carroll County. From an initial area of less than 400 acres, the City has grown significantly to its current size of approximately 6.5 square miles. The population has risen from just over 7,000 residents in 1970 to over 20,000 today, with steady growth continuing each year. Residents can choose from established neighborhoods, new single-family developments, apartment complexes on the City's outskirts, and charming single-family conversions near the downtown business district.

Westminster is home to McDaniel College, a private liberal arts and sciences institution founded in 1867 as Western Maryland College. The college enrolls over 3,000 undergraduate and graduate students and contributes significantly to local arts, culture, and athletics through its many events.

Westminster is recognized nationally as a technology leader thanks to its innovative fiber network project. The Westminster Fiber Network promotes local competition in internet service, delivering affordable gigabit speeds to the community. The City constructs, owns, and maintains the dark fiber network, partnering with Ting Internet to light the network and deliver services to residents and businesses.

The City also has a strong commitment to historic preservation. Its first National Register District, established in 1980, includes much of the historic downtown and surrounding older residential areas. A second district encompasses portions of the McDaniel College campus, featuring some of its oldest and most historic buildings.

Westminster offers the best of both worlds: a vibrant shopping corridor along Maryland Route 140 that attracts national retailers and restaurants, alongside a charming historic downtown full of unique local shops, dining, and cultural attractions. The City hosts some of Carroll County's largest community events, including FallFest, the Flower and Jazz Festival, and the Holiday Electric Parade.

## Quick Facts

- Population: 20,130
- Median Home Value: \$380,000
- Median Household Income: \$78,812
- Median Age: 39.1

*All demographic information was sourced from the U.S. Census Bureau.*





## Compensation and Benefits

The expected hiring range is \$125,000 - \$140,000, depending on qualifications. Benefits offered include the following:

- Medical, dental, vision, life, short- and long-term disability insurance
- Flexible Benefit Plan
- Employee Assistance Program
- Vacation, holiday, personal, and sick/family sick leave
- Maryland State Pension System
- 457 Deferred Compensation Plan
- 401(a) Matching Plan



## How to Apply

Applications will be accepted electronically by Raftelis at [jobs.crelate.com](https://jobs.crelate.com). Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position will be open until filled with a first review of applications beginning **September 4, 2025**.



## Questions

Please direct questions to Catherine Tuck Parrish at [ctuckparrish@raftelis.com](mailto:ctuckparrish@raftelis.com) and Kelsey Batt at [kbatt@raftelis.com](mailto:kbatt@raftelis.com).