



CITY OF BRIDGETON

POLICE CHIEF



Recruitment & Selection Profile



ESSENTIAL JOB FUNCTIONS:

The Police Chief will serve as the Chief executive and administrative officer of the Police Department and is responsible for the organization's overall leadership, strategic direction, and operational effectiveness. The Mayor assigns the Chief of Police primary responsibility for overseeing the police department. The Police Chief's duties include, but are not limited to, the following:

Leadership & Administration

Provides visionary leadership and establish strategic goals, objectives, and performance standards for the Department.

Plans, organizes, directs, and evaluate all departmental operations, programs, and services.

Develops, implements, and will enforce departmental policies, procedures, and best practices in accordance with local, state, and federal laws.

Fosters a culture of professionalism, accountability, transparency, and ethical conduct.

Actively pursues advanced training to expand leadership skills, knowledge, and best practices in policing.

Operations Oversight

Oversees law enforcement operations, criminal investigations, patrol services, community policing initiatives, and specialized units.

Ensures effective deployment of personnel and resources to meet community needs.

Directs response to major incidents, emergencies, critical events, and disasters.

Monitors crime trends and implement proactive strategies to enhance public safety.

Personnel Management

Leads, mentors, supervises a command staff of 54 full-time sworn officers and 7 civilian staff. Oversees recruitment, hiring, training, evaluation, and discipline of employees.

Promote employee engagement, morale, and leadership development at all levels.

Fiscal Management

Prepares, presents, and administers the Department's \$8m+ annual budget.

Ensures responsible stewardship of public funds and oversight of grants and special funding sources.

Identifies funding opportunities and manage long-term capital planning for equipment and facilities.

Community & Government Relations

Serves as the Department's primary liaison to the Mayor, City Administrator, City Council, Police Commission, community groups, partner agencies, and the media.

Builds and maintains collaborative relationships with residents, businesses, civic leaders, and regional law enforcement agencies.

Promotes community trust through transparency, engagement, and responsive service.

Represents the Department at public meetings, community events, and professional associations.

Implement and evaluate programs in order to maintain effective law enforcement for the City of Bridgeton, MO.

Compliance & Accountability

Ensures compliance with applicable laws, accreditation standards, and regulatory requirements.



Oversees internal investigations and ensure fair and consistent disciplinary practices. Develops and maintains systems for performance measurement and continuous improvement.

The Police Chief shall perform other related duties as assigned and must exercise independent judgment, sound decision-making, and high ethical standards in carrying out the responsibilities of the position.

MINIMUM EDUCATION & EXPERIENCE:

The Police Chief shall have a minimum of five (5) years experience in law enforcement and must be a high school graduate or equivalent

Preferred Education:

The Chief of Police shall possess a Bachelor's degree from an accredited college or university in Criminal Justice, Public Administration, Business Administration, Political Science, or a closely related field. In lieu of a bachelor's degree, a combination of relevant higher education and successful completion of the FBI National Academy or an equivalent executive-level law enforcement leadership training program may be considered. All education and training credentials must demonstrate preparation for advanced leadership, organization management, and professional law enforcement administration.

A master's degree in criminal justice, Public Administration, Organizational Leadership, or a closely related field is preferred and will be considered a significant asset.

Experience:

Minimum of seven (7) years of progressively responsible law enforcement experience.

At least three (3) years of senior command-level experience (e.g., Major, Colonel, Deputy Chief, Assistant Chief, or equivalent rank) in a municipal, county, or state law enforcement agency.

Or an equivalent combination of education and experience preferred.

Demonstrated experience managing large divisions or agencies with responsibility for staffing, budgeting, policy development, and strategic planning.

Experience working in a diverse community.

Proven record of community engagement, collaborative problem-solving, and implementing crime reduction strategies.

Experience working with elected officials, city administrators, community organizations, and external oversight bodies.

*There is no residency requirement

Certification & Licensing:

- Must possess or be eligible to obtain Missouri Peace Officer Standards and Training (POST) certification.
- Valid driver's license required.
- US Citizenship as required by section 590.030 of RSMo.
- FBI National Academy, or equivalent executive law enforcement leadership training, is highly desirable.



Preferred Qualifications

- Demonstrated success in leading organizational change and modern policing initiatives.
- Experience in accreditation processes (e.g., CALEA), or department reform efforts.
- Strong background in fiscal management, including preparation and oversight of budgets.
- Training and demonstrating competence in de-escalation, constitutional policing, procedural justice, and use-of-force policy development.
- Values and successfully maintains regional and inter-agency cooperation and partnerships.
- Experience serving a police department similar in size and complexity to Bridgeton, MO.
- Experience leveraging data analytics, technology, and intelligence-led policing strategies.
- Demonstrates an ability to build and maintain the trust of the community through a commitment to high ethical and integrity standards and transparency.

Knowledge, Skills, and Abilities

- Comprehensive knowledge of federal, state, and local laws, criminal procedures, and constitutional policing standards.
- Strong executive leadership, ethical decision-making, and organizational management skills.

- Ability to build trust with diverse communities and foster transparency and accountability.
- Excellent written and verbal communication skills.
- Strategic thinker with the ability to develop and implement long-range public safety plans.
- Ability to manage complex public safety issues in a dynamic environment.
- Embrace creative ideas and encourage innovative thinking.

Physical Demands

The physical demands described here are representative of those that must be met by an individual to successfully perform the essential functions of the Police Chief position.

While the role is primarily administrative in nature, the Police Chief must be capable of responding to field situations and emergency incidents as necessary. The position requires the ability to:

- Sit for extended periods while performing administrative duties, attending meetings, or working at a computer
- Stand and walk for prolonged periods during inspections, community events, and emergency responses
- Travel throughout the city and region to attend meetings, respond to incidents, and represent the Department



- Communicate clearly and effectively in person and over the phone or radio
- Operate standard office equipment, including computers and related technology
- Occasionally lift and carry objects weighing up to 20–30 pounds (e.g., equipment, files, or materials)

In emergency or critical situations, the Police Chief may be required to:

- Navigate uneven terrain
- Enter active incident scenes
- Work outdoors in varying weather conditions
- Maintain stamina during extended operational periods

Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions of the position.

Working Conditions

The Police Chief works in a combination of office, field, and community-based environments. While administrative duties are performed in a standard office setting, the position regularly requires travel throughout the City to attend meetings, inspect facilities, oversee operations, and respond to incidents.

The role is subject to irregular and extended hours, including evenings, weekends, and holidays. The Police Chief must be available on an on-call basis and respond to emergencies, critical incidents, major crimes, natural disasters, public demonstrations, and other urgent situations as required.

Field responsibilities may involve exposure to:

- High-stress and potentially volatile situations
- Crime scenes and emergency incidents
- Outdoor weather conditions, including extreme heat, cold, rain, or snow
- Loud environments and large public gatherings
- Situations involving public scrutiny and media attention
- The position requires the ability to maintain composure under pressure, make sound decisions in rapidly evolving circumstances, and manage sensitive or confidential matters. The Police Chief must also be able to sit for extended periods during meetings and administrative work, as well as stand.
- walk, or travel for prolonged periods during field responses and community engagement activities.
- The work environment demands professionalism, resilience, ethical leadership, and a strong commitment to public service.

About the Police Department

The Bridgeton Police Department is currently accredited through the Missouri Police Chiefs Association. The department is also in the assessment phase with the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA), with the expectation of becoming CALEA Accredited in the spring of 2027. At that time, the Bridgeton Police Department will become one of the few police agencies in the St. Louis Region to have dual accreditation.

Animal Control

The Animal Control Unit provides animal-related services for the City of Bridgeton and the City of Maryland Heights to keep residents, pets, and the community safe. The unit is staffed by a dedicated Animal Control Officer who responds to a wide range of animal issues involving pets, nuisance animals, wildlife, and public safety concerns.



Services are provided five days a week using a specially equipped vehicle designed for the safe capture and transportation of animals. The Animal Control Officer is authorized to enforce local animal ordinances and issue summonses when necessary. When the officer is unavailable, the Patrol Division assists with animal-related calls, ensuring continued services and enforcement of animal control, barking, nuisance, bite, and disease-related ordinances.

The Animal Control Officer also operates and maintains the animal shelter located at the Public Works complex and works closely with the City Clerk's Office to ensure compliance with animal licensing requirements. In addition to enforcement duties, the officer provides public education on animal safety and responsible pet ownership.

Community Engagement and Crime Prevention

School and Youth Engagement

The Bridgeton Police Department partners with the Pattonville School District to assign a dedicated School Resource Officer (SRO) to Holman Middle School. The SRO maintains a daily presence on campus and will serve as a point of contact for students, staff, and administrators.

The SRO works closely with the school community to address concerns early, support school safety initiatives, and foster positive relationships between students and law enforcement. This partnership reflects a shared commitment to student safety, communication, and prevention.

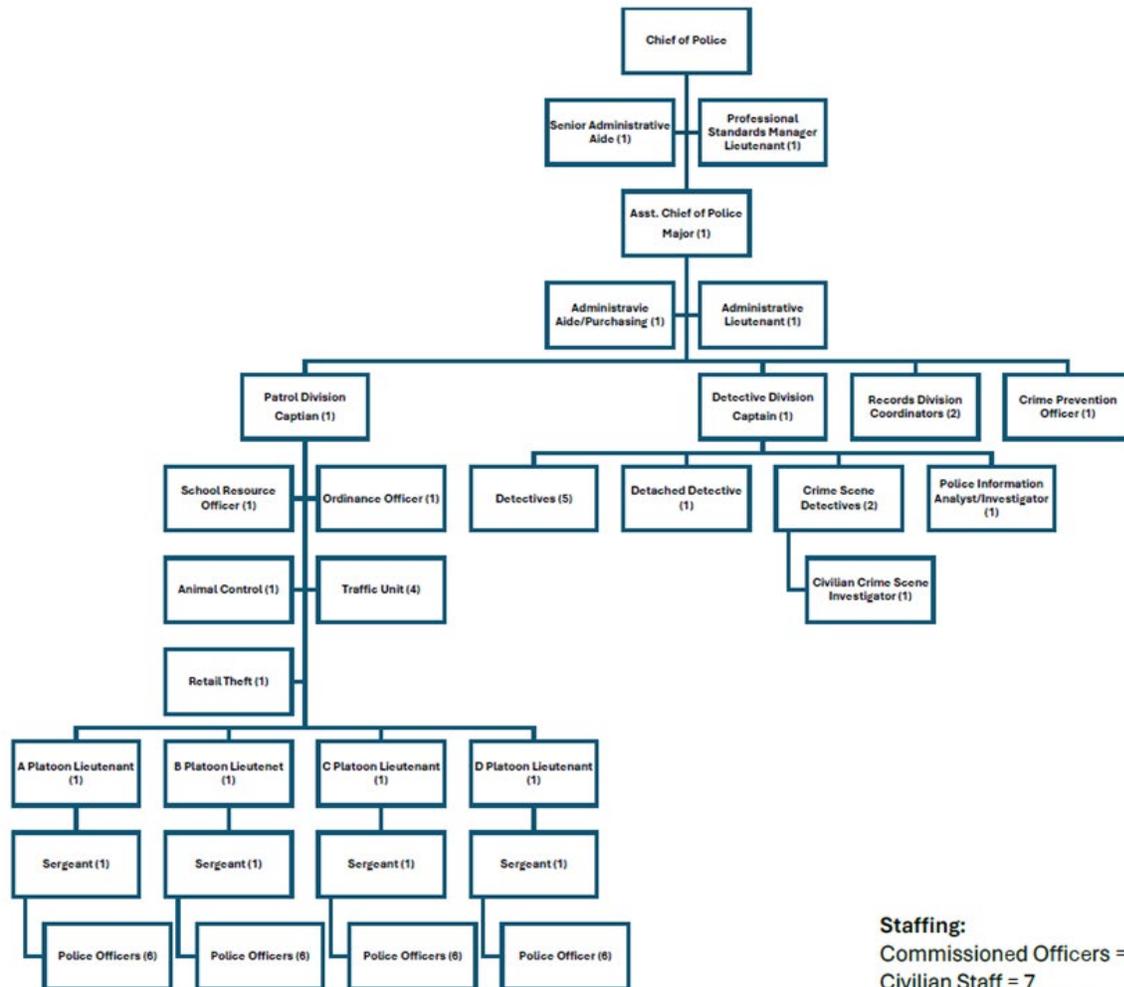
The department also supports youth engagement through the Bridgeton Police Explorer Post. Open to participants ages 14 to 21, the Explorer Post introduces young adults to law enforcement through education, mentorship, and community involvement. Participants engage in classroom instruction, physical fitness activities, and scenario-based training that emphasizes leadership, teamwork, accountability, and service.

Each summer, Explorers may attend the annual Police Explorer Academy training alongside Explorer posts from other departments. The program will serve as both a career exploration opportunity and a positive youth development initiative, strengthening connections between the department, local schools, and the community.





City of Bridgeton Police Department 2026 Organizational Chart

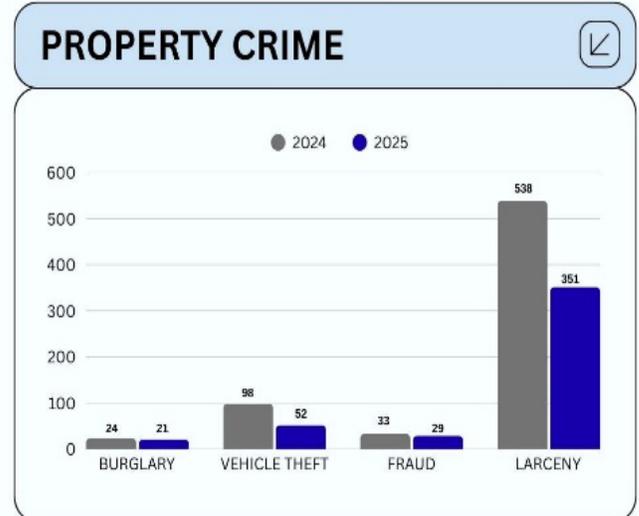
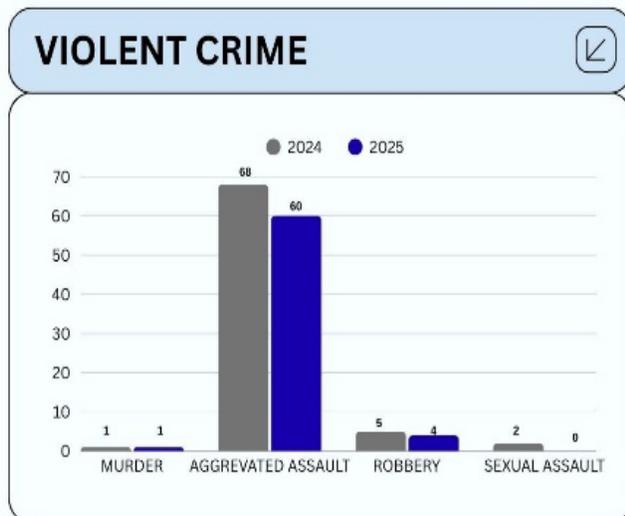


Staffing:
 Commissioned Officers = 54
 Civilian Staff = 7
 Total Police Staff = 61

Investigations

The police department has six full-time detectives assigned to investigate incidents occurring in the City of Bridgeton. These investigations include, but are not limited to:

- Drug/liquor violations
- Homicide
- Juvenile crime
- Rape
- Robbery
- Stealing





Crime Scene Unit

Detectives are assigned to this unit, which is tasked with photographing and processing crime scenes. They work closely with patrol officers and investigators in locating and seizing forensic evidence.

Communications

The Bridgeton Police Department contracts with St. Louis County Police Communications, which provides dispatching 24 hours a day, seven days a week. They handle calls for police service and dispatch Bridgeton officers where needed.

Patrol Division

The Patrol Division is the foundation of our department, consisting of a highly skilled and committed team. This division is made up of four Lieutenants, four Sergeants, and 24 uniformed police officers who ensure a visible, constant presence in our community. These officers work tirelessly throughout the year, including holidays, maintaining vigilance and responding promptly to calls for assistance. They patrol neighborhoods in marked vehicles, ensuring public safety and order. Patrol officers handle a broad range of duties, including responding to crimes in progress, investigating suspicious activities, and managing situations such as alarm activations, traffic accidents, emotional crises, and domestic disputes. They are the first responders to various service requests and actively engage in preventative patrols to monitor neighborhoods, businesses, and parks, aiming to deter criminal behavior. Additionally, officers focus on enforcing traffic laws to improve road safety for all.

A key component of our officers' professional growth is ongoing training. All

officers undergo regular training to maintain certification through the Missouri Peace Officers Standards and Training (POST) program. This includes specialized training for handling active shooter situations, with every officer completing a 40-hour Crisis Intervention Team (CIT) course to better address encounters with emotionally disturbed individuals. Furthermore, our officers regularly participate in regional Active Shooter Training, strengthening collaboration among St. Louis County Police Departments and preparing for real-life emergencies. Officers also receive annual training in vital areas like First Aid, Firearms, and Defensive Tactics. Special attention is given to developing individual skills, such as training Patrol Crime Scene Officers, who are responsible for documenting and processing crime scenes. This supports the efforts of our Crime Scene Unit and Traffic Crash Investigators in ensuring thorough and effective investigations. The patrol division is divided into four platoons, with officers working 12-hour shifts to ensure a continuous presence in our communities. Prior to each shift, officers attend roll call briefings where supervisors share important updates on crime trends, patrol duties, and training developments. This helps ensure that officers are well-prepared and informed to fulfill their responsibility of serving and protecting the community.

Records

Operates Monday through Friday, 8:30 a.m. to 5:00 p.m. The Records Clerks maintain and process all police reports filed. They also answer non-emergency calls during business hours.

Community Engagement Crime Prevention

The City of Bridgeton Police Department actively engages in various community initiatives. Notable events include participation in the Annual Warner's Warm Up Coat Drive and the National Prescription Drug Take Back Day, sponsored by the Drug Enforcement Administration. Additionally, we proudly supported Special Olympics Missouri throughout the year, with highlights being the Torch Run and the Polar Plunge. We were also proud to bring Dunkin' Donuts Cops back on a Rooftop to support Special Olympics. Our second Breakfast with Badges event was a tremendous success, and we wrapped up the year with our beloved Coffee with a Cop gathering. We remain committed to fostering strong community connections through ongoing initiatives in the years ahead.



them recognize their strength and regain control over their lives. A.L.I.V.E. operates with the help of government grants, private donations, and a dedicated team of volunteers who deliver all services.

Bike Patrol

Bike Patrol Established in 2016, our Bridgeton Police Department has integrated a specialized unit dedicated to bicycle patrol operations. Comprising extensively trained officers, this unit operates alongside their regular patrol duties, with a primary focus on conducting thorough patrols within residential areas and city parks. Additionally, they play a pivotal role in managing crowd control during various outdoor events and public celebrations, ensuring the safety and security of all attendees.

The core objective of these officers is to foster increased



interaction between law enforcement and the community through face-to-face engagements. While on duty, officers operate in pairs, facilitating effective communication and response to any situation that may arise. Beyond community engagement, this unit assumes multifaceted responsibilities, including the enforcement of traffic regulations, providing immediate medical assistance in emergencies, regulating vehicular traffic flow, and maintaining a prominent presence to deter criminal activities. Moreover, they remain easily accessible to citizens in need, serving

A.L.I.V.E. (Alternatives to Living in Violent Environments, Inc.)

A.L.I.V.E. (Alternatives to Living in Violent Environments, Inc.) The police department continues to partner with A.L.I.V.E., a nonprofit organization dedicated to supporting battered women and their children. A.L.I.V.E. provides free services including shelter, legal advocacy, counseling, emotional support, and referrals for additional help. The organization's mission is to empower women and children by helping



as a reliable resource for assistance and support.

Board of Police Commissioners

The Bridgeton Board of Police Commissioners comprises five (5) residents of Bridgeton, selected through appointment by the Mayor and ratified by the City Council, serving two (2)-year terms. Additionally, a City Council member will serve as an ex officio member of the board. In accordance with the City Charter, the Commission bears the responsibility of creating and regularly updating a manual containing Rules and Regulations governing the behavior and conduct of police personnel. The Commission convenes its regular meetings on the third Monday of each month at the Bridgeton Government Center.

Beyond its core duty of promptly establishing and revising regulations guiding the Bridgeton Police Department's conduct, the Commission is vested with the authority to conduct interviews and make hiring decisions for all police department staff, subject to the Chief of Police's approval. Furthermore, the Commission plays a pivotal role in sanctioning promotions within the department whenever vacancies in rank arise. It also functions as the tribunal for addressing citizen complaints, staff appeals, and grievances, in strict adherence to the Rules and Regulations outlined by the Police Department.

About The City of Bridgeton, MO

The City of Bridgeton is conveniently located less than 20 miles from Downtown St. Louis and adjacent to St. Louis-Lambert International Airport has access to major interstates. Bridgeton is a diverse community with a large daytime population

and a diverse economy of retail and light industrial businesses. Historically, major local employers have included hospitals (such as SSM DePaul Health Center), manufacturing firms, and big-box retailers. The city has approximately 11,500 residents and employs 128 FTEs, of which 54 are commissioned police officers. We have a lot to offer: 10 beautiful parks, Berry Hill Golf Course, the Bridgeton Municipal Athletic Complex (BMAC), a state-of-the-art recreation center, and an outstanding school district. Bridgeton is a Charter City governed by an eight-member City Council and Mayor.

Application Process

For consideration, please upload your cover letter of interest, resume, salary history, and four (4) work-related references (including contact information and email addresses).

Deadline for applications submission is
Monday, March 23rd, 2026

The application is available online at:

www.bridgetonmo.com

The City of Bridgeton is an equal opportunity employer and values diversity in its workforce.





Compensation Details

SALARY \$130,000 – 160,777 Annual Salary range

Starting salary is dependent upon qualifications and experience and typically limited to the midpoint of the pay range.

BENEFITS: Paid Time Off

- Vacation accrual starts after the first month. The amount calculated is based on the length of service.
- Eleven paid holidays per year.
- Sick leave (8 hrs. per month with the max accrual of 1,440).

Health Coverage

- Provided for the employee \$0
- Employee + children \$68/month
- Employee + spouse \$81/month
- Employee + family \$133/month
- Dental Coverage
- Term Life Insurance provided.
- Long Term Disability provided.
- Voluntary 457B retirement plan
- Workers' Compensation.

Participation in the Missouri Local Area Government Employees Retirement System "LAGERS" with 4% employee contribution; includes a five-year vesting period with age eligibility for commissioned staff at age 55.

A City-issued take-home vehicle will be provided to support the Chief's response to operational needs and community engagement responsibilities, in accordance with City policy.