

## **WARE SHOALS PD – CHIEF OF POLICE SELECTION QUESTIONS**

1. Describe your **MANAGEMENT & LEADERSHIP STYLE**. Explain the differences in your interaction with the following groups:
  - a. Officers under your command
  - b. Civilians in the Ware Shoals community
  - c. The Mayor & Town Council.
2. You will be building a new department, hiring & training at least 3-4 new patrol officers, as well as learning city ordinances. Based upon your knowledge of Ware Shoals and its demographics,
  - a. During the first 6 months of your employment, how do you plan to undertake the tasks of a new Chief/Administrator?
  - b. How will you improve morale & build loyalty among the officers, and still follow the Rule of Law?
  - c. What are your ideas for recruiting, training & retaining qualified officers in a small town environment?

### **3. CONFLICT RESOLUTION.**

- a. Describe the last time you handled a major conflict within your job? Include how you communicated, your attempt to resolve the issue, and whether YOU feel you were professional in your interactions.
- b. If an officer is alleged to have committed a crime or violation, including misconduct, how will you approach this difficult situation? He/she is your officer, yet you are also accountable ~~to the~~ to the interests of Ware Shoals as well.

### **4. BUDGETS & FINANCIAL MANAGEMENT.**

- a. How would you manage the budget to ensure effective resource allocation for your department? Consider grants & partnerships or open pleas for financial assistance during a public Town Council meeting.

**5. COMMUNITY RELATIONS.** The reputation in the community is not good toward police here, based on past performance. Ware Shoals need a POLICE CHIEF/DEPARTMENT WITH INTEGRITY.

a. What plans do you have for better Community Relations? Can you collaborate with council committees, social services & at the same time, be visible in the town by attending, for example, football games, social events, and occasionally responding to a call with your officers?

**6. STRATEGIC VISION & CRISIS MANAGEMENT.**

a. What do you think is the correct approach to policing in 2025 & how will you integrate this approach into your department philosophy? (Discuss policing trends, new technologies, and local issues such as the homeless population.)

b. Do you support a written **USE OF FORCE** policy? If no, why not? If yes, will your officers be trained in **DE-ESCALATION** techniques?

c. Is it in the Town's best interest to have a **VEHICLE PURSUIT POLICY**? Under what circumstances should your officers initiate and continue to engage in a Vehicle Pursuit?

**7. PERSONAL CHARACTER.**

a. Why do you want to be the COP here in Ware Shoals?

b. How do you handle stress?

c. What is your best strength & an area of improvement to become a more effective leader?