

TOWN OF CHEVERLY, MARYLAND
MAYOR AND TOWN COUNCIL
WORKSESSION
Thursday, June 6, 2019
8:00pm

Worksession Agenda

1. Pledge of Allegiance
2. Discussion of Process for Police Chief Selection


Next Meetings of the Mayor and Town Council

June 13, 2019	Town Meeting	8:00 pm
July 11, 2019	Town Meeting	8:00 pm



MEMO

To: Mayor and Town Council

From: David J. Deutsch 
Interim Town Administrator

Subject: Status of Recruitments and Forward Progress

Date: June 4, 2019

The Town has recently seen the departure of several senior staff members, including the Chief of Police, the Director of Public Works and the Town Administrator. Progress is occurring in stabilizing the Town organization. The following milestones indicate the positive direction of the Town's elected and appointed officials:

1. Stephen Brayman joined Town staff on May 13, 2019 following the retirement of veteran Public Works Director Juan Torres.
2. Interviews of six applicants for Town Administrator are scheduled over the course of June 14 and June 15. It is expected that the new Town Administrator will join the staff before the end of July, 2019.
3. The Mayor and Town Council named Sergeant Jarod Towers Acting Chief of Police on October 25, 2018, following the retirement of Chief Harry Robshaw.

The decision before the Mayor and Town Council is now to determine a process for selecting the next Chief of Police. There are three options that the Mayor and Council can consider:

- A. Appoint Jarod Towers. Mr. Towers has clearly demonstrated his commitment to the community and the department. He has demonstrated his leadership skills over the last eight months of managing the Cheverly Police Department. I would suggest that Towers will meet or surpass any position description requirements by virtue of his law enforcement experience, at Cheverly and Maryland State Police, ongoing training across a range of topics, as well as education requirements, as he possesses Bachelor's and Master's degrees.

An "acting" role is sometimes difficult for the person in the "acting" capacity to determine the most appropriate management approach. There are those who may see themselves as mere "caretakers" in the "acting" role. Those folks don't want to "rock the boat", and will avoid decisions figuring that "it's up to the next man or woman in the job" to make the tough choices. It should be readily apparent that Jarod Towers has not been a timid caretaker.

He has been an active problem solver; internally managing the Department, and externally in addressing various issues that have arisen in the community. The Town has benefitted from the leadership demonstrated by Jarod Towers. As his supervisor since November 12, 2018, I am able to report that he has adapted well to the department head position. He has appropriately kept me informed regarding issues in the Department. If you decide to directly appoint Mr. Towers you can be confident that you will have chosen someone who will continue to improve the Department through motivating the men and women in the Department to "do the right thing". Your commitment to funding the FY20 Budget requests (proposed by Mr. Towers) of the Department will assist in officer retention and recruitment. Solving the chief position is critical prior to addressing other departmental staffing decisions, such as the lieutenant position and master corporal upgrades.

- B. Conduct a Regional Search. A Regional Search would contemplate placing a job advertisement with MML, MACO, Maryland Chief's Association and the Prince George's County Chiefs Association. The ad would also be posted on the Town website. Based on the recent experience in a nearby municipality this regional search is likely to consume approximately four months. The availability of the current Interim Town Administrator, and the timing of the arrival of the new Administrator are factors that could affect the timing of the search.
- C. Conduct a National Search. The commentary in "B" above applies, and you would potentially need to add time and cost to the decision process.

There is no requirement that you conduct an external search. Unlike the Administrator and the Director of Public Works positions, in the case of the Chief of Police you have the option of solving the question immediately, as you have a current staff member who has been performing well in the job for eight months, and he meets or exceeds all of the job requirements.

If you choose to conduct a search we will follow up with a time line and other relevant materials.