

Police Department Values

Professionalism

In our actions, conduct, and job performance.

Constantly striving towards ever-rising standards.

Respect

For all citizens, each other, and for all differing points of view, regardless of race, gender, appearance, individual beliefs, or lifestyles.

Integrity

Truthful and honest, deserving of trust.

Ethical.

Being guided by the concept of fundamental fairness in everything we do.

Doing what is right.

Dedication

To the organization, each other, our families, and the citizens we serve.

Unquestionable work ethic.

Excellence

In everything we do.

Seeking to improve and excel, always.



City of Virginia Beach

Police Department

Animal Care Shelter Manager

*Join us in continuing the transformation
from "Animal Control" to "Animal Care"*

Animal Care Shelter Manager

The City of Virginia Beach is the most populous City in the commonwealth of Virginia, with approximately 430,000 citizens. The City is seeking an experienced manager with a track record of creative educational programming, engaging volunteer activities and successful collaborations with community groups, veterinarians and others.

The Animal Care Shelter Manager (Director) is a new position within the Police Department. City Council has committed to funding a new shelter facility and the Animal Care Shelter Manager (Director) will be involved in the early stages of planning, designing, organizing and staffing the new facility. At present, there are six Animal Caretaker full-time employees assigned to the existing kennel, but this staffing is expected to expand as the new facility becomes operational. Considered to be a civilian classification within the Police Department, the Animal Care Shelter Manager (Director) will report to a Police Captain assigned to the Operations Division.

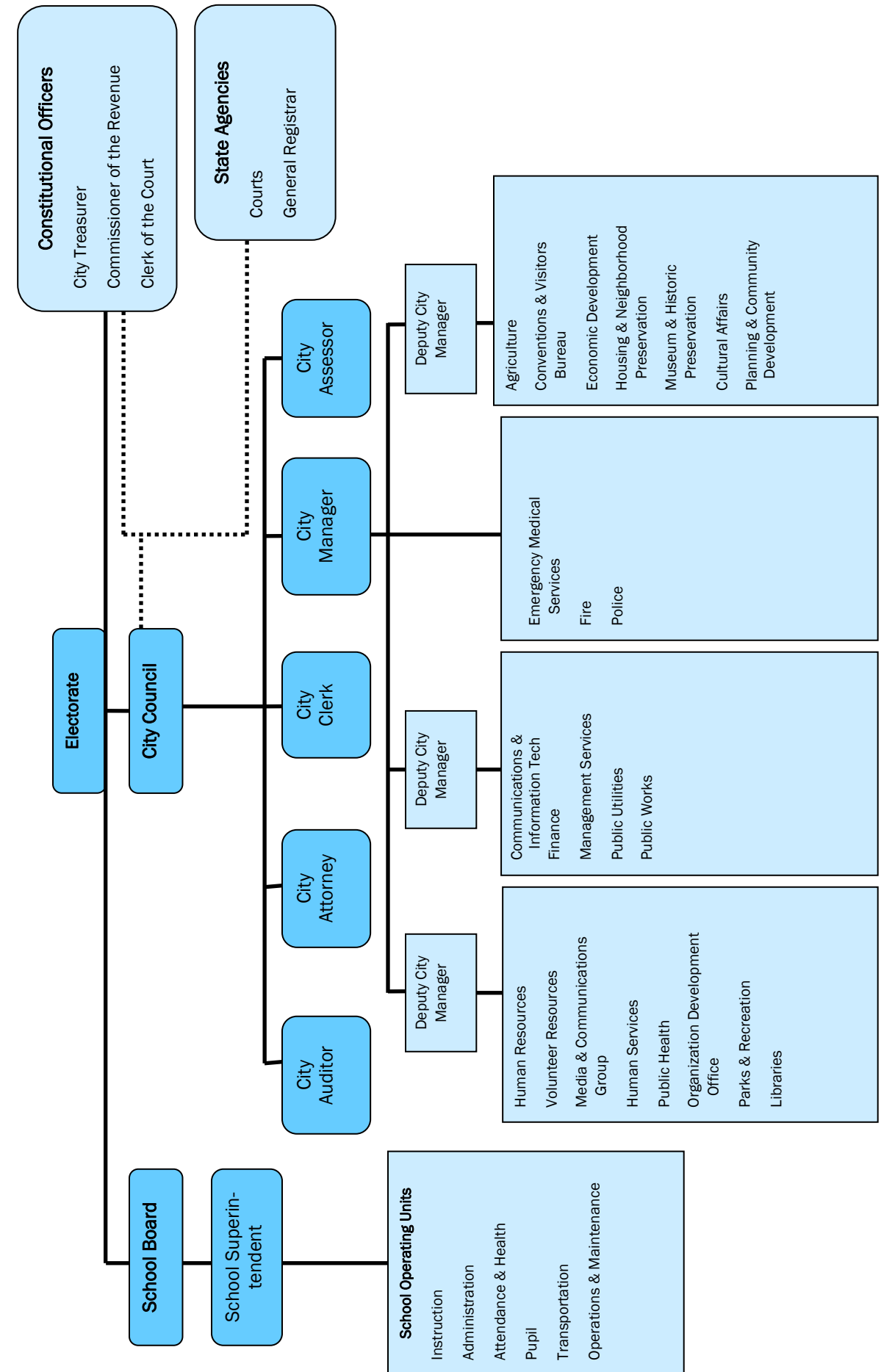
This past year, the City of Virginia Beach has solicited public input regarding the community's vision for animal care. In response to comments received at a public forum in the spring of 2008, City Council has enthusiastically embraced the vision of creating an adoption friendly facility that significantly increases the number of animal adoptions. The shelter manager will not be responsible for code enforcement. The Bureau is an "open admissions" facility which means that it accepts all animals. The Bureau spends considerable effort attempting to reunite stray and lost animals with their owners. Those not reunited are sometimes placed with rescue/rehabilitation organizations or more often, listed as adoptable. Animals are not adoptable if they are sick, aggressive, or no longer required to be held at the facility by state statute, court order or current facility policies.

Qualifications & Criteria

The ideal candidate will possess a bachelor's degree from an accredited college or university and six years of progressive professional experience in a related field such as Business, Public Relations, Communications, Public Administration, Public Health, Veterinary or Animal Sciences, Law or a related field. Experience supervising staff and/or volunteers and providing budgetary oversight is highly desirable. Experience as a project manager for new building construction is a plus. All Police Department employees are required to successfully complete a background investigation, including a polygraph examination.

Salary and Benefits

Salary is negotiable, commensurate with qualifications, within the range of \$58,558 - \$70,000. The City also provides a competitive and comprehensive benefits program.



Vision Statement

The City Council has developed Destination Points to achieve its vision of a “Community for a Lifetime.” These Destination Points provide opportunity for citizens and the City to realize a greater quality of life:

- Economic Vitality
- Safe Community
- Quality Physical Environment
- Quality Education and Lifelong Learning
- Family and Youth Opportunities
- Cultural and Recreational Opportunities

Mission Statement

The City of Virginia Beach exists to:

- Enhance the economic, educational, social and physical quality of the community
- Provide municipal services which are valued by its citizens

Organizational Values

We value:

- Quality Customer Service
- Teamwork
- Leadership and Learning
- Integrity
- Quality Work Life
- Commitment
- Openness & Respect



Community for a Lifetime

A few objectives for the future of Animal Care . . .

- Building a new shelter facility with an open floor plan and accessibility that promotes and displays adoptable animals and with location and operating hours conducive to public visits
- Increasing public awareness of adoption opportunities
- Providing medical care that includes wellness checks, vaccinations and spaying/neutering
- Developing a foster care program



The City of Virginia Beach



The City of Virginia Beach is relatively young, yet its history dates back to the 1600's. The first settlers to America landed in Virginia Beach in 1607, erected a cross, and named the spot Cape Henry. The first settlement inside the city limits of Virginia Beach was made on Lynnhaven Bay in 1621; however, the area that is now Virginia Beach remained thinly settled for well over a century. In the 1880's, the resort was developed along the beach, and by the turn of the century, the City had become a popular beach resort. The City grew during World War II when the Navy built Oceana Naval Air Station in what is now the middle of Virginia Beach. In 1906, the Virginia Beach Fire Department was established by the Town of Virginia Beach and in September of 2006 celebrated their 100th birthday. In 1963 the resort town of Virginia Beach merged with Princess Anne County to form the modern City.

Today the City of Virginia Beach is a full-service city situated in Southeastern Virginia along the Atlantic Ocean. It covers the entire eastern border of Virginia south of the Delmarva Peninsula and includes all of the area from the Chesapeake Bay to the North Carolina border. The City encompasses 310 square miles with 38 miles of shoreline on the Atlantic Ocean and Chesapeake Bay. Its schools rank among the best in the state, while its crime rates are among the lowest in the nation for a city of its size. Virginia Beach's diverse economy focuses on tourism, agriculture, business and

industries, retail and wholesale trade, and the military. Its many natural and cultural amenities distinguish it as a city with a high quality of life.

The City is also a farming community with over 150 farms comprising 41,898 acres or 37 percent of the overall land use within the City. The retail and wholesale trades flourish with two malls and more than 7,300 retail/wholesale businesses with sales nearing \$4 billion. There are five major concentrations of office, industrial, and commercial property operating in 14 million square feet of office and industrial space. The military has four bases located in Virginia Beach with a combined payroll of \$1.1 billion for more than 35,000 military and civilian personnel. Virginia Beach is an independent, full-service City with sole local government taxing power within its boundaries. It derives its governing authority from a charter granted by the General Assembly of the Commonwealth of Virginia.

The Governing Body

The City of Virginia Beach was incorporated in 1963 and has a council-manager form of government. The governing body of the City is the City Council, which formulates policies for the overall direction of the City. The Mayor and 10 City Council members are elected at-large for four year terms. However, seven seats must be filled by individuals who reside in the seven residence districts of the City. The independently elected School Board works cooperatively with the City government to provide necessary resources to meet the educational needs of the children and youth in the community. The City Council has authority and responsibility for providing necessary financial resources for educational programming through local taxes. The City also has a number of appointed boards and commissions that serve the City legislature in an advisory capacity.



Mayor

William D. Sessoms, Jr.

The Administration

The City Manager is the administrative leader of the municipal government and carries out the policies of the City Council. The City Manager is appointed by and serves at the pleasure of the City Council. The City provides full municipal services to the citizens of Virginia Beach and provides additional services that might be found in a county government in another state. The current City operating budget is \$1.7 billion and the City employs a workforce of over 7,000.



City Manager

James K. Spore