



New Jersey State Association of Chiefs of Police
 One 751 Route 73 North, Suite 12
 Marlton, New Jersey 08053
 856/334-8943 Fax: 856/334-8947
 e-mail: njsacop@njsacop.org web: www.njsacop.org



New Chief Mentoring Application
NJSACOP Mentoring Project: Support for New Chiefs of Police

New police chiefs may apply to work with a mentor in this Program. Chiefs are eligible from appointment through year three.

Please send this form, your resume and information about your community/agency to:
NJSACOP, New Police Chief Mentoring Project

Name _____

Date Appointed Chief _____

CURRENT POSITION:

Name of Department _____

of Years in Police Service _____

Sworn Officers in Department _____ # Civilians in Department _____

Population size _____

Address _____
Street Town/City State Zip Code

Telephone (w) _____ Telephone (cell) _____

Fax _____

Email _____

How did you learn about the NJSACOP Mentoring Project? _____

Signature: _____

Date _____

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Levels of Assistance: Rate each entry, using a scale of 1 to 5 to indicate the level of assistance that you feel you need. Add additional areas of concern, if any, to the "Other" category.

1 = no assistance needed 2 = some assistance needed 3 = moderate assistance needed 4 = high level of assistance needed 5 = very high level of assistance needed

Collective Bargaining

- ___ Management/employee rights 1a
- ___ Negotiating contracts 1b
- ___ Living with contracts 1c

Community Policing

- ___ Realistic definitions & applications/successful programs 2a
- ___ Partnerships with civic associations, organizations, businesses, schools 2b
- ___ Volunteers in Police Service 2c
- ___ Citizen Police Academy 2d
- ___ Community surveys 2e

Crime Control

- ___ Crime prevention 3a
- ___ Mutual aid agreements: 3b
- ___ Investigations 3c
- ___ Terrorism: personnel/ training/equipment 3d
- ___ Weapons 3e
- ___ Task forces 3f
- ___ Major crime 3g
- ___ Gangs 3h
- ___ Drugs 3i
- ___ Auto theft 3j
- ___ Tactical operations 3k

Financial

- ___ Budgeting 4a
- ___ Leveraging limited resources 4b
- ___ Capital equipment plans 4c
- ___ Grant resources, writing 4d
- ___ Purchasing: principles and practical considerations 4e

Governance/Policies

- ___ Relationships with elected officials, municipal administrators, commissions, etc. 5a
- ___ Model policies & protocols in policing 5b
- ___ Local/state/federal policies 5c

Inherited Issues

- ___ Unresolved predecessor issues 6a

Leadership Skills

- ___ Communication/active listening 7a
- ___ Conflict resolution 7b
- ___ Decision-making 7c
- ___ Establishing authority/limit setting 7d
- ___ Establishing and communicating the vision and goals 7e

- ___ Relationship building 7f
- ___ Shaping organizational culture 7g
- ___ Staff motivation 7h
- ___ Stress management 7i
- ___ Supporting employees 7j

Liability/Legal Issues

- ___ Federal and state statutes 8a
- ___ Chief's personal liability issues 8b
- ___ Force 8c
- ___ Sexual harassment 8d
- ___ Pursuits 8e
- ___ Domestic violence 8f

Maintenance and Safety

- ___ Maintaining facility 9a
- ___ OSHA compliance—safety officer 9b
- ___ Fleet vehicle management 9c

Management

- ___ Internal affairs investigations 10a
- ___ Internal records system 10b
- ___ Internal surveys 10c
- ___ Learning about new initiatives 10d
- ___ Lines of authority 10e
- ___ Marketing strategies 10f
- ___ Measuring success 10g
- ___ Setting priorities 10h
- ___ Strategic planning 10i
- ___ Team-based management 10j

Media

- ___ Effective media policy 11a
- ___ Proactive relationship with media 11b
- ___ Public Information Officer issues 11c
- ___ Print vs. electronic media 11d

Personnel Issues

- ___ ADA accommodation 12a
- ___ Ethics issues 12b
- ___ Benefit package/wages 12c
- ___ Sick Leave 12d
- ___ Diversity issues 12e
- ___ Family issues 12f
- ___ Mentoring new officers 12g
- ___ Optimizing use of limited personnel 12h
- ___ Marketing/competing for recruits 12i
- ___ Mental health issues 12j
- ___ Hiring: testing, background,

selection issues 12k

___ Intra-staff issues/conflicts 12l

___ Employee recognition 12m

___ Use of discipline 12n

___ Retention 12o

___ Allocation and deployment 12p

Technology

___ Identifying/acquiring
emerging technology/
applications 13a

___ Website development 13b

___ Future needs projection 13c

Traffic Management

___ Enforcement 14a

___ DUI/impaired driving 14b

___ Crash investigations/studies 14c

Training/Staff Development

___ Internal resources 15a

___ External resources 15b

___ Funding 15c

Other (please list/describe; use
reverse side of page if needed):

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Note to police chiefs requesting assistance: *To help ensure appropriate and timely assistance from NJSACOP staff and consultants, please briefly describe your current situation and the nature of the help desired. Use additional sheets if needed.*

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