

DENTON



CITY OF DENTON

POLICE CHIEF

ABOUT DENTON, TEXAS

The City of Denton is a unique community, blending its historic past with a dynamic and high growth environment, coupled with a diversity to give it economic viability and strength. Founded in 1857, Denton has grown from a small frontier town to a burgeoning suburbanized area with an estimated population of 131,000. Denton is the county seat of and a major city in Denton County. The City's historic downtown is the heart of Denton; the square and surrounding streets are vibrant and busy both day and night as a gathering place for commerce, civic events, and entertainment.

Located at the northern tip of a high growth area known as "The Golden Triangle" (formed by the cities of Denton, Fort Worth, and Dallas), the City is a dynamic community whose rapid growth has affected its infrastructure as well as its culture. Denton is approximately 95 square miles in territory and strategically positioned approximately 37 miles northwest of Dallas and 35 miles northeast of Fort Worth. Located on the Interstate 35 corridor at the intersection of I-35E and I-35W, Denton is approximately 25 miles from Dallas Fort Worth International Airport and 20 miles north of Alliance Airport.

Since the nineteenth century, Denton has been a major higher education center. The City is home to two state universities – the University of North Texas and Texas Woman's University, with a combined enrollment in excess of 50,000 students. The City is also served by the North Central Texas College, the oldest two-year public college in Texas. Higher education is supported by the award-winning Denton Independent School District serving more than 27,000 students in a 180 square-mile district.

While the amenities of the major metropolitan settings in Dallas and Fort Worth are only minutes away, a variety of performing arts, cultural, and entertainment opportunities are also found within the community. The City and its surrounding area offer theater, symphony orchestras, museums, intercollegiate athletics, and other cultural and recreational amenities. Denton also has 30 parks and over 300 acres of open space, plus eight recreational facilities. Golf courses and nearby lakes offer superior outdoor recreation.

CITY OF DENTON GOVERNMENT

The City of Denton operates under the Council-Manager form of government. The Mayor and six-member Council are elected for two-year terms – four members are elected by District and the

two remaining seats plus the Mayor are elected at-large. The City Manager is appointed by the Council and serves as the Chief Executive Officer for the City, ensuring that the policies of the Council are implemented and that the entire community is being served. The City Manager prepares the budget for the Council's consideration; recruits, hires, and supervises the local government staff; and serves as the Council's chief advisor.

The City has a Fiscal Year (FY) 2017-2018 overall operating and capital budget of \$1.14 billion and has funding for 1,640.71 FTEs. Operating as a full-service municipality, Denton operates several major enterprise operations including Airport, Electric, Water, Wastewater, Solid Waste, and Drainage, in addition to standard municipal governmental services. The City of Denton prides itself on citizen involvement, innovation, and efficient use of municipal resources.

Municipal services and operations are guided by the City's strategic plan, which was created to ensure that the community realizes its vision and mission. In September of 2017, the City Council approved the City's FY 2017-18 Strategic Plan. The Strategic Plan serves as the basis for the development of the Annual Operating Budget which was approved on September 19, 2017.

The Strategic Plan is organized into five Key Focus Areas:

- Organizational Excellence;
- Public Infrastructure;
- Economic Development;
- Safe, Livable, and Family-Friendly Community; and
- Sustainable and Environmental Stewardship.

To learn more about the City of Denton, visit the City's website at www.cityofdenton.com.

THE DENTON POLICE DEPARTMENT

The mission of the Denton Police Department is: "To enhance the quality of life in the community through excellent public service, protection of life and property, and impartial enforcement of the law." The Denton Police Department (DPD) is organized into two bureaus, Operations and Administration, with each bureau led by an Assistant Chief, and is operated under the provisions of Chapter 143 of the Texas Local Government Code and "Meet and Confer".





Serving the DPD are 177 sworn officers and 62.73 FTE professional support staff for a total allocation of 239.73 FTE. The Department is funded with an annual budget of \$33.9 million.

The DPD has robust community programs, advanced capabilities and equipment that many agencies its size do not. The Denton Public Safety Training Center is a joint venture between the City of Denton and Denton County, specifically, the three agencies of the Denton Police Department, the Denton Fire Department and the Denton County Sheriff's Office. With a state-of-the-art facility, the Training Center provides basic training as well as an extensive offering of in-service trainings.

THE POSITION

Reporting directly to the City Manager, the Police Chief is responsible for all activities of the Police Department including police operations and administration, animal services, and the City jail. The City expects an active leader who is highly communicative, engaging, and accessible to the members of the Denton Police Department.

The Police Chief is expected to not only lead the activities of the Police Department, but also be a key business partner on the City Manager's Executive Team. He/she must consistently work toward the overall betterment of the City of Denton and not simply the Denton Police Department. This work is done in an environment of transparency, accountability, and collaboration.

In the community, the Police Chief is a prominent figurehead of the City and must conduct him/herself beyond reproach at all times while forming effective relationships with all segments of Denton.

The full job description for the position can be found at: www.ralphandersen.com/jobs/police-chief-denton-tx.



CHALLENGES AND OPPORTUNITIES

The next Police Chief should be prepared to address a number of known challenges and opportunities:

- The Denton Police Department is currently engaged with the Police Executive Research Forum in conducting an organizational assessment to provide the next Police Chief with an impartial analysis of the agency. The next Chief will have the opportunity to consider this information when he/she takes office.
- The Denton Police Department operates with close partnerships with two major universities, the University of North Texas and Texas Woman's University, both of which have established police departments.
- The overall climate of the City of Denton has moved to one of accountability and public transparency. The Police Chief must ensure the agency fully embraces these values and works as a trusted partner within the greater City organization.
- Progressive social issues are especially important in a city with two large universities. The next Chief should be open to community dialogue over issues related to police legitimacy and accountability, and lead innovation when needed.
- Like many cities, mental health and homelessness are emerging community issues. The next Chief should be prepared to broadly collaborate with social services to comprehensively address these issues.
- The Denton Police Department is a mature department and needs to modernize some of its policies, technologies, and business processes.

THE IDEAL CANDIDATE

The City of Denton is seeking a progressive and data-driven Police Chief of excellent reputation and character to move its Police Department forward. The ideal candidate will have a number of traits and experience that will translate to greater success:

- The next Police Chief must be a strong communicator, able to cast the vision, direction, and values across the department and greater City organization; he/she must engender teamwork and needs to be skilled at consensus building.



- Top candidates will complement their foundational knowledge of policing with a strong business acumen, as well as excellent leadership and management skills. Resource allocations and departmental activities should be supported by data and sound business decisions.
- The next Police Chief should lead beyond his/her office, be visible/accessible, and purposefully interact with the officers and professional support staff in the various divisions and shifts. The ideal candidate will be highly successful in building authentic relationships.
- By addressing conflict swiftly, evenhandedly, and consistently, the next Police Chief will earn the respect of the Department's members and ensure the harmonious operation of the agency. The next Chief should have a proven track record of bringing and keeping people together.
- As a prominent representative of the City of Denton, the Police Chief must develop a strong network of community connections and promote the accountability and transparency of the Denton Police Department and the City of Denton in a manner that conveys genuine concern and compassion.
- The Denton Police Department officers are represented through Associations, thus experience working in a collective bargaining environment would be helpful for the next Chief.

EXPERIENCE AND EDUCATION

Education: Bachelor's Degree in Police Administration, Criminal Justice, or related field.

Experience: At least ten years in municipal law enforcement, with a minimum of five years of experience in a command level position at the Lieutenant or above level.

Any combination of related education, experience, certifications and licenses that will result in a candidate successfully performing the essential functions of the job is considered qualifying.

The successful candidates must be eligible for certification by the Commission on Law Enforcement Officer Standards and Education at the intermediate level or its equivalent as determined by that commission

Desired, but not required, qualifications include:

- Master's Degree in a related field
- Experience with Chapter 143 of the Texas Local Government Code
- Bilingual in Spanish and English
- Experience with and commitment to Community Oriented Policing
- Graduation from the FBI National Academy, or similar advanced police leadership training
- Management experience in a comparable or larger agency

THE COMPENSATION

The anticipated starting salary is +/- \$175K, depending on qualifications. A superior benefits package is also offered, including Texas Municipal Retirement System at the 7% employee contribution level with a 2-to-1 match by the City upon retirement. Other benefits include medical, dental, vision, life, and disability insurance as well as vacation, sick leave, holiday pay, an optional ICMA/RC's 457 deferred compensation plan, and other highly competitive benefits. The City will provide assistance with moving and relocation, if appropriate. Further details on compensation may be obtained through Ralph Andersen & Associates.

THE RECRUITMENT PROCESS

Interested candidates should **apply by July 27, 2018**. Electronic submittals are strongly preferred to apply@ralphandersen.com and should include the following:

- Compelling cover letter;
- Comprehensive resume; and
- Three professional references.

The City of Denton will review candidate resumes the week of August 13, 2018, and interviews are scheduled for the week of August 27, 2018.

Top candidates may be asked to complete a written supplemental questionnaire to elaborate on areas of expertise and demonstrate their ability to communicate effectively. It is anticipated the next Police Chief will join the City of Denton in September 2018, or a mutually agreed upon date.

This recruitment incorporates existing rules and regulations that govern public sector recruitments in the State of Texas. In accordance with public disclosure/open record laws, information submitted for consideration may be made available to the public upon request by interested parties.

Interested candidates are encouraged to contact Chief Greg Nelson (ret.) at (916) 630-4900 with confidential inquiries and questions regarding the recruitment process.