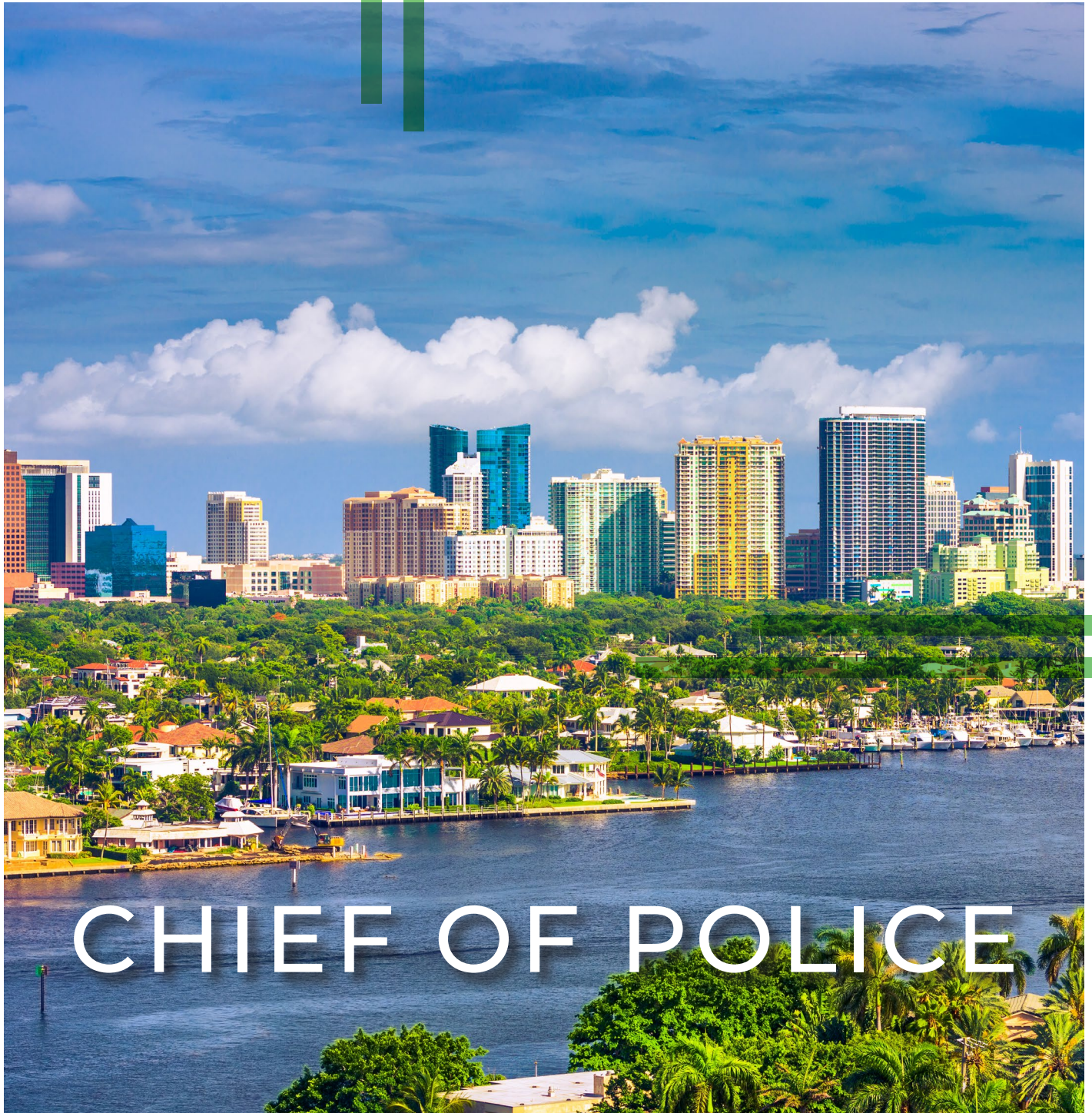


A NATIONAL SEARCH IS
underway for a
new Police Chief.

**FORT LAUDERDALE,
FLORIDA**



CHIEF OF POLICE



THE CITY OF
FORT LAUDERDALE, FL

01

AN EXCITING OPPORTUNITY

A national search is underway to attract an engaging community-minded Chief of Police to lead the Fort Lauderdale Police Department (FLPD).



This is an incredible opportunity to strengthen community trust; increase transparency; and embrace fair, impartial, and constitutional policing, while maintaining a proactive approach to reducing crime. While this is an opportunity to lead one of the top law enforcement agencies in Florida, it comes at a time of historic social awakening about systemic racism and follows the aftermath of local protests and political unrest, with some segments of the community questioning the role of police in public safety.

Like many cities, Fort Lauderdale faced challenges during the recent anti-police sentiments that swept through the country. The next Chief must be a strong communicator who will listen to all voices and help strengthen the police-community relationship. The Chief will also have experience leading in times of crisis and will be expected to examine and improve the Police Department's internal policies, practices, and systems to address any structural and/or institutional racism, bias, or other practices that divide the community and/or the workforce.



Successful candidates will have an exceptional career history in a major metropolitan area with a larger or similar-sized city. The Chief will be open-minded and known for being an engaging, inclusive, insightful, and adaptable leader. The Chief of Police will work with the community, City leadership, the Fire Rescue Department, and other stakeholders to create a new vision for public safety in Fort Lauderdale.

02. CITY GOVERNMENT

The City of Fort Lauderdale is a ‘full-service city’ operating under a Commission-Manager form of government. The City Commission consists of the Mayor, elected at-large, and four Commissioners elected from non-partisan district races. Elections occur every four years and each elected official is eligible to serve three consecutive four-year terms. The City Commission is the City’s legislative body and, as such, sets policy, passes ordinances, adopts resolutions, and makes appointments to advisory boards and committees.

The City Manager is appointed by and reports directly to the City Commission. As Chief Executive Officer, the City Manager is responsible for directing the City’s day-to-day operations, including hiring and supervising staff and carrying out the policies set forth by the Commission. The Chief of Police, and all other department directors, are appointed by and serve at the pleasure of the City Manager. The 10 city departments

include: Police, Finance, Fire Rescue, Human Resources, Information Technology, Parks and Recreation, Office of Budget and Management, Sustainable Development, Public Works, and Transportation and Mobility. The City Manager, along with the Executive Strategy Team, provide strategic leadership that helps the organization deliver high-quality services to the community.

City operations are supported by 2,707 full-time equivalent positions and a total budget of \$847.9 million for fiscal year 2021. Extensive information regarding Fort Lauderdale can be found on the City’s website at www.fortlauderdale.gov.





03. THE COMMUNITY

Situated in the center of the Miami-Fort Lauderdale-West Palm Beach metropolitan area with more than six million people, Fort Lauderdale is the county seat of Broward County and is known as the “Venice of America” due to its expansive canal system, trendy restaurants, and world-famous beach. The City has been honored as an All-America City by the National Civic League and is consistently ranked as one of the most exciting places in the nation to live and run a business.





As one of the top American vacation destinations, visitors spend more than \$10 billion a year in the greater Fort Lauderdale area. While tourism is the key economic engine for the 10th largest city in Florida, other business sectors in the region that are thriving include finance, insurance, avionics, and film and television production. The City's population is just over 189,000, but the influx of millions of visitors and sizable revenues provides a stark contrast with the issues that plague some of the most poverty-stricken neighborhoods in Florida. This paradox provides the complexity generally associated with a major U.S. city. Like many cities, Fort Lauderdale has seen violence and overall crime increase for the first time in five years.

Greater Fort Lauderdale is seen as one of the most diverse and welcoming destinations in the world. The area has the highest concentration of same-sex couple households in the country. Fort Lauderdale is also home to the World AIDS Museum, which is the first museum ever dedicated to the HIV/AIDS epidemic, and the Stonewall National Museum & Archives, one of the only permanent spaces in the U.S. devoted to exhibitions relating to LGBTQ+ history, civil rights, art, and culture.

Fort Lauderdale is also a very ethnically diverse city, with residents of Hispanic (18.5%), African American (30%), Caucasian (47.7%), and Asian (1.6%) descent. Nearly one-quarter of the residents speak a language other than English, which includes Spanish, French, Haitian Creole, Portuguese, Italian, or German.





04 THE POLICE DEPARTMENT

With a 2021 budget of \$134 million, the Fort Lauderdale Police Department has successfully proposed and implemented several initiatives to reform policing and address an array of issues, including police accountability, diversity recruitment and hiring, and employee wellness.

The planned construction of the new police headquarters has also made significant progress this past year. Extensive information about the Department, its resources, and activities, including case and crime data, can be found on the FLPD website at www.flpd.org.



The Mission Statement of the FLPD is to: Provide a safe and orderly environment in our city through professionalism, dedication, an active partnership with the community and concern for individual dignity.



The Police Department budget authorizes 722 employees comprised of 530 sworn officers and 192 civilian employees, all working in either the Office of the Chief of Police or one of three bureaus, each managed by an Assistant Chief:

- The **Office of the Chief of Police** is responsible for the leadership and overall management of the police department. Direct reports include: Office of Media Relations, Staff Inspections Unit, Public Safety Grants Unit, Legal Unit, Office of Internal Affairs, and Performance Management.
- The **Operations Bureau** is the primary provider of police services to the community. The Bureau has two divisions, which are Patrol and Operational Support. The Patrol Division is assigned the largest number of personnel and is divided into three distinct patrol districts. The Operations Support Division has three sections: Special Events and Emergency Management, Special Operations, and Community and Traffic Services.
- The **Support Services Bureau (SSB)** recruits, trains, and develops the Department's employees. The SSB is also responsible for Building/Bond, Logistics, Records, Staff Development, and Budget/Finance Divisions, which includes scheduling employees through Telestaff.
- The **Investigative Bureau** manages and coordinates criminal investigations. The Bureau includes the Criminal Investigation Division and the Special Investigation Division. Both divisions have several specialty units.



THE IDEAL CANDIDATE



The ideal candidate will have demonstrated experience building a culture of continuous improvement and accountability. The candidate will also be forward-thinking, focused, and driven to ensure department policies and actions are consistent with the best policing practices appropriate in today's world.

STRATEGIC

The next Chief will evaluate the department's operations and ensure the organizational model is appropriate for delivering efficient services. The selected candidate will be expected to quickly identify and address issues, working in conjunction with City Leadership, elected officials, other City Departments, community stakeholders, and where appropriate, labor groups. The ideal candidate will maximize the department's ability to advance community policing and crime reduction strategies, while emphasizing accountability and transparency from command-level to rank and file.

INSPIRATIONAL

The Chief of Police will be both an inspirational leader and an experienced executive who will inspire confidence and trust from the community and earn

the respect of both sworn and civilian employees.

The top candidate will be an individual who is compassionate, respectful, honest, and ethical. The ability to build strong and genuine connections with an involved community and department is essential for a candidate's success in this position.

ENGAGING

The new Chief of Police will have the conviction and courage to proactively address challenges and make tough decisions while standing up for the department and the community. The Chief will maintain transparency in communications, valuing trust from the department and community over a political image. The Chief will embody the philosophy of openness and expect the same of his/her command staff. The Chief will be a stabilizing force in the department and his/her calmness will engender trust at all levels.



06. QUALIFYING CRITERIA

Experience – Candidates must have at least five years of command experience at the highest levels in a larger or similar-sized municipal police department. Candidates must have a demonstrated track record of working effectively in a culturally and ethnically diverse community. Experience should also include developing and implementing innovative crime reduction and community policing strategies. Candidates must be able to effectively interact with the media, community stakeholders, elected officials, and labor groups.

Education – A bachelor's degree in Law Enforcement, Criminal Justice, Public Administration, or a related field from an accredited college or university is required. A master's degree in Public Administration or a related field is highly desirable. Advanced training, such as the FBI National Executive Institute, FBI National Academy, Southern Police Institute, or Police Executive Research Forum (PERF) – Senior Management Institute for Police (SMIP), is considered a plus, as is the ability to speak another language.



07 COMPENSATION & BENEFITS

The City offers a competitive salary based upon candidate qualifications and experience. Candidates should also be aware that Florida does not impose a state income tax. Compensation will be augmented by an excellent executive benefits package that includes management benefits, relocation reimbursement, and other benefits. For more information, please contact the recruiter.

RESIDENCY

Residency within city limits is required, unless promoted internally.

CERTIFICATIONS

Candidates must have the ability to become a Certified Police Officer in Florida.

Note: Certification from other states is transferrable, but out-of-state candidates must pass the State Officer Certification Exam within one (1) year.

<https://www.fdle.state.fl.us/CJSTC/Officer-Requirements/Officer-Requirements-Home.aspx>

CONFIDENTIALITY

Candidates should understand the public nature of executive searches in Florida. This recruitment incorporates existing rules and regulations that govern public sector recruitments. Information submitted for consideration may be made available to the public under public disclosure/open record laws.



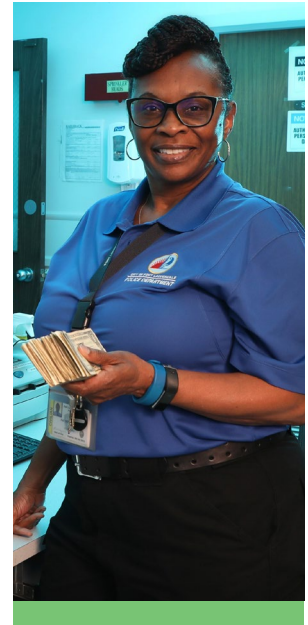




TO BE CONSIDERED 08.

Candidates are encouraged to apply immediately by submitting a comprehensive resume, compelling cover letter, and list of professional references via email to apply@publicsectorsearch.com. References will not be contacted until mutual interest has been established. Candidates are asked to apply by Friday, April 23, 2021. This position will be considered open until a final selection is made.

Public Sector Search & Consulting will conduct preliminary interviews as applications are received. Only the most highly qualified candidates will be invited to participate in the selection process in the middle of May 2021. After a selection has been made, an offer will follow, contingent on the successful completion of the remainder of the City hiring process. It is anticipated the selected candidate will join the City of Fort Lauderdale in late July 2021 or a mutually agreeable date.



APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

Gary Peterson (Chief of Police, Ret.)

President / CEO

gary@publicsectorsearch.com

Mobile: (916) 622-5323 | Office: (916) 789-9990

The City of Fort Lauderdale is AN EQUAL EMPLOYMENT OPPORTUNITY (EEO) AND AFFIRMATIVE ACTION EMPLOYER. All applicants receive consideration for employment without regard to race, color, religion, gender (including identity or expression), marital status, sexual orientation, national origin, age, disability, or any other protected classification as defined by applicable law (except as limited by Personnel Rules, Collective Bargaining Agreements, or bona fide occupational qualifications).



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