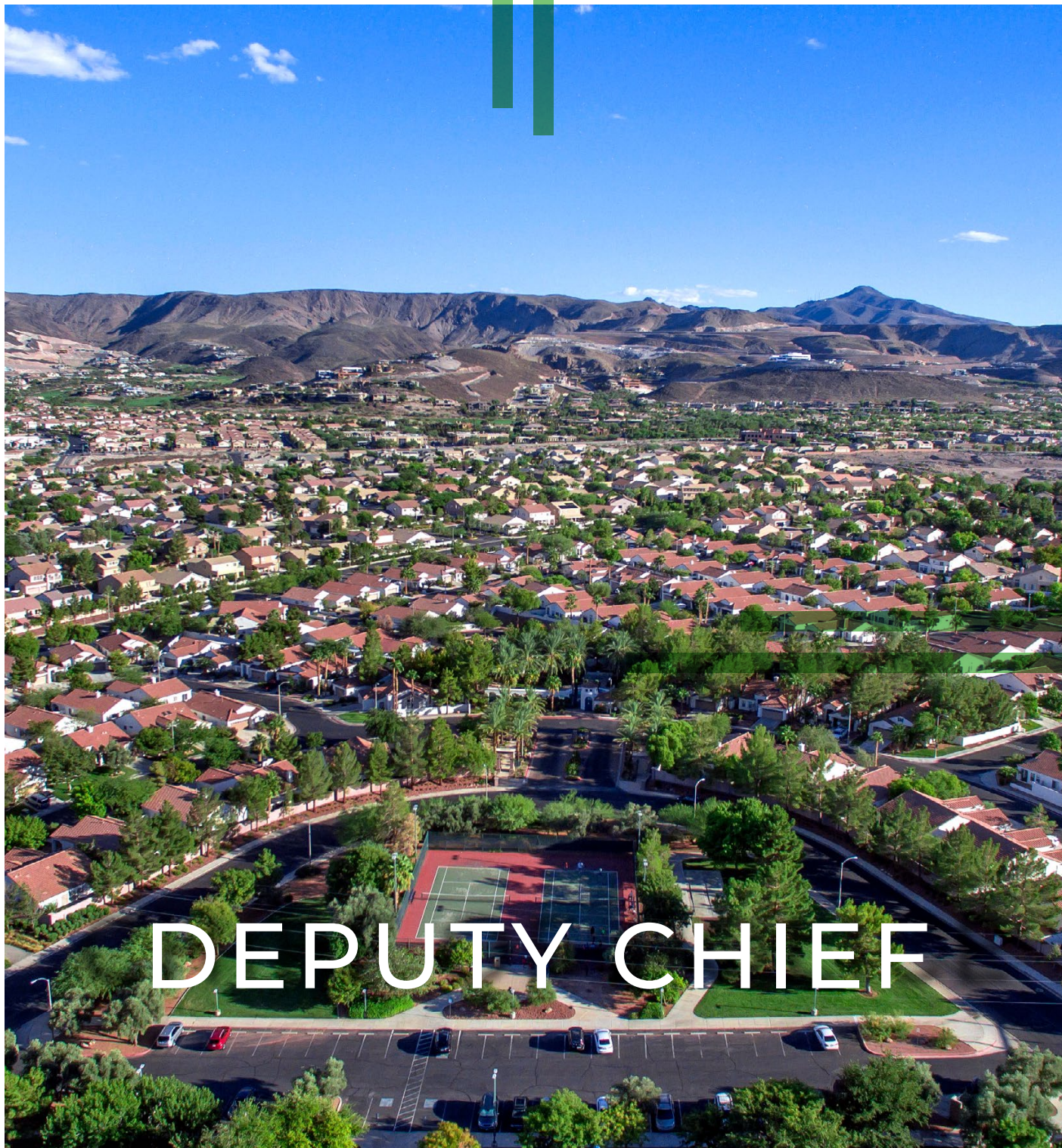


A NATIONAL SEARCH

is underway for a new Deputy Chief
(3 positions)

Henderson, Nevada





THE CITY OF HENDERSON, NV

THE 01. OPPORTUNITY

HENDERSON

The City of Henderson and Chief Thedrick Andres are dedicated to providing leadership to the members of the Henderson Police Department (HPD) and helping HPD become one of the premier police agencies in America.

In 2021, the department developed a strategic plan outlining goals to provide “Excellence in Policing” and a plan for reorganizing the structure of the department to allow for expected growth. As the City makes new investments in infrastructure, Chief Andres seeks to add two (2) additional deputy chief positions. This is an outstanding opportunity for forward-thinking, collaborative police leaders to join the leadership team of Chief Andres, who has led the HPD the past four years. These positions will provide support to the chief and the progressive work that is underway and accommodate additional growth and efficiencies. Additionally, a deputy chief was recently appointed to a police chief position in Texas. This search intends to produce candidates to compete for all three (3) vacant deputy chief openings.

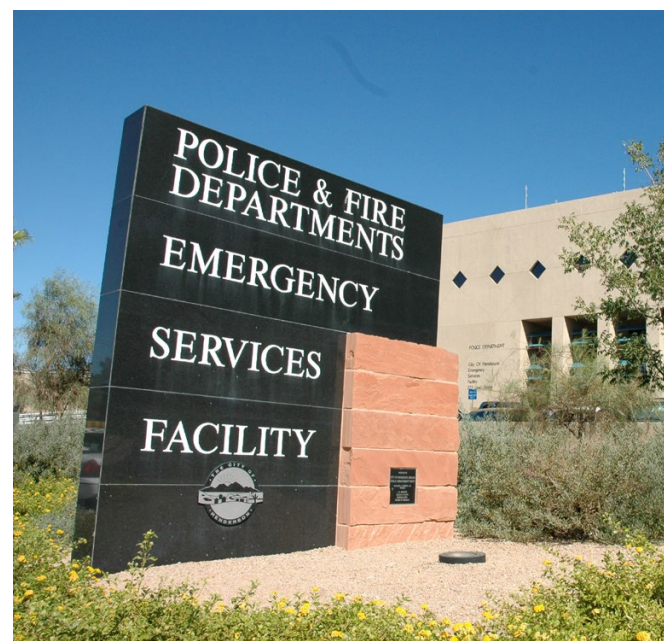
The strongest candidates for deputy chief are excellent communicators and are comfortable holding themselves and their staff accountable for advancing the mission of the department.

CITY 02. GOVERNMENT

The City of Henderson operates under the City Manager Council form of government. The Mayor and four City Council members are elected at large on a nonpartisan basis.

The Mayor serves as a member of the City Council and presides over its meetings. The Mayor is the recognized head of the city government for ceremonial purposes and performs any emergency duties as may be necessary for the general health, welfare, and safety of the

city. The Council appoints a City Manager, City Attorney, and City Clerk who are responsible to the Council. Department directors, including the Chief of Police, appoint management personnel in compliance with established law and subject to the approval of the City Manager.



03. THE COMMUNITY

Incorporated in 1953, Henderson is Nevada's second-largest city with more than 340,000 residents. Henderson is a premier city, nationally recognized for its stunning parks, trails, master-planned communities, outstanding quality of life, and patriotic past.

Recognized as one of America's Best Places to Live (MONEY magazine and Liveability.com), one of America's Best Cities (Business Week), and one of the safest cities in America (Forbes, InsuranceProviders.com, Law Street Media, Movato.com). The city budget for fiscal year 2022 is \$295.9 million. Public safety accounts for 58% of all budget expenditures.

Henderson is a progressive and vibrant city committed to maintaining premier amenities and services for all who choose to live, learn, work and play in Henderson.

Extensive information regarding Henderson can be found on the City's website www.cityofhenderson.com.





THE POLICE 04. DEPARTMENT

Henderson has been recognized as one of the safest cities in America thanks to the leadership, professionalism, and bravery exhibited each day by members of the Henderson Police Department.

HPD 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 construction of the new police substation has also made significant progress and will open early next year. The City Council has already authorized staffing increases that include 100 new police officer positions. Growth is often accompanied by change and managing competing interests will require the new Deputy Chiefs to be aligned with the department's values and commitment to excellence.

HPD's current model includes 547 sworn personnel and 187 civilian employees, working in either the Office of the Chief of Police or one of five bureaus, each managed by a Deputy Chief or Civilian Director:

- The **Office of the Chief of Police** is responsible for the leadership and overall management of the police department. The Chief of Police also has direct oversight of the Planning & Analysis Bureau, Executive Services Section, the Chaplains Program and Executive Support Unit.
- The **Field Operations Bureau** is the primary provider of police services to the community. The Bureau has four patrol divisions (East, West, North and Central).
- The **Police Support Operations Bureau** has two divisions: Operations Support (Traffic, SWAT, K-9, Homeland Security, Special Events and Technical Services) and Investigations (Crimes Against Persons, Special Victims, Fraud, Property, and Narcotics Task Force).
- The **Community Services Bureau** is responsible for the Corrections Division and the Community Division (Community Relations, Lifeline Program, Homeless Outreach and Explorers).
- The **Professional Standards & Accountability Bureau** manages the Training Division and the Professional Standards Section.
- The **Administrative Services Bureau** consists of Animal Services & Control, Communications, Records, and Criminalistics.



HENDERSON POLICE DEPARTMENT

Vision

- To be one of the Premier Police Agencies in America

VALUES

- Honor
- Professionalism
- Dedication

MISSION

- Excellence in Safety and Service.

STRATEGIC GOALS

- Reduce crime through innovation, prevention, and enforcement
- Hire, develop, and retain an outstanding and diverse workforce
- Strengthen community support through communication, collaboration, and engagement
- Build and maintain a strong, sustainable, and high-performing culture
- Continuously improve organizational capability





Deputy Chiefs are at-will employees who are appointed by and report to the Police Chief.

The Deputy Chiefs are responsible for the supervision of police personnel; perform complex administrative and professional work involving the coordination, management, and oversight of the staff, operations, and activities within the department; and perform related duties as assigned.



Essential Job Functions of a Deputy Chief:

- Oversees staff, operations, and activities of a Bureau and provides direction, leadership, and succession planning opportunities to staff; evaluates operations and processes; develops and implements corrective measures as required and needed
- Defines the responsibilities, authority, and accountability of all direct subordinates and provides them with regular reviews and general guidance; develops strategic priorities, goals, and objectives
- Directs cooperative efforts with local, state, and federal law enforcement partners in a variety of settings
- Assists with the development of contemporary policies, regulations, and procedures; manages special projects, and ensures staff deployment; works with labor representatives to review and revise job descriptions; serves as a liaison between the Chief of Police and department employees to follow up on Chief's directives, goals, and concerns
- Responsible for the development and oversight of assigned Command budget, forecasts workforce and operational projections
- Responsible for the strategic planning development and implementation for assigned Command; participates in current and long-range planning activities and policy development for assigned Command and Department
- Serves on multiple internal and external (valley-wide, national, multi-jurisdictional, etc.) committees; represents the department at meetings and functions; authorized to make decisions as a department representative
- May perform functions of Chief of Police in his or her absence



06. IDEAL CANDIDATE

The ideal candidate will be an exceptional leader with excellent communication skills, superb management skills with an ability to build and nurture a positive work environment.

Top candidates will have demonstrated experience building a culture of continuous improvement and accountability. They will be forward-thinking, focused, and driven to ensure department policies and actions are consistent with the best policing practices appropriate in today's world. Additionally, Chief of Police Andres is looking for the following skills, attributes, and characteristics in the next Deputy Chief(s):



- **Relationship Builder** – The ideal candidate will have the ability to build strong relationships in the police department, community and across all city departments.
- **Collaborative** – A team player who sees their role as a member of the team who facilitates activities related to policing with department and community stakeholders and working across city departments.
- **Innovative** – A professional who understands and has experience with modern technology and values systems that will inform 21st-century policing.
- **Proven record** – A consummate professional with experience in managing, coordinating, mentoring, teaching, and supervising others.
- **Humble** – A leader who is open and eager to receive and thoughtfully act on feedback, is approachable, shares credit with staff and others, and accepts responsibility for mistakes.
- **Strategic** – The Deputy Chiefs must be driven by purpose and the City and Police Department's Strategic Plans, which are supported and aligned.
- **Accountable** – These individuals must be accountable to the Chief of Police for activities in the department. They must also hold their direct reports accountable for the leadership and performance of their respective divisions, sections, and units.



QUALIFYING CRITERIA 07.

Education - Bachelor's degree from an accredited college or university in criminal justice, police science, criminology, public or business administration, or a related field

Experience - Twelve (12) years of progressively responsible law enforcement experience, including five (5) years of supervisory experience, all of which will have occurred in a mid-sized to major city police department or law enforcement agency with at least two years at the rank of Captain or its equivalent rank for lateral applicants.

Executive Development Courses - Graduation from one or more of the executive managerial educational institutions is preferred: PERF's - Senior Management Institute for Police (SMIP), the FBI National Academy, Southern Police Institute, or Northwestern Center for Public Safety Police Staff and Command School, Police Executive Leadership College.

*The City reserves the right to consider an equivalent combination of related training and experience as qualifying.

Certification - Must possess or obtain a Nevada Peace Officer Standard Training (P.O.S.T) Category I Basic Certificate within twelve (12) months of appointment as a condition of continued employment

- Must possess and maintain a valid Nevada or "border state" driver's license, as defined by NRS 483.
- All required licenses and certificates, as mandated by local, state, and federal laws, or as required herein, must be maintained as a condition of continued employment



COMPENSATION AND BENEFITS

The current top salary for these positions is \$218,214 and the starting salary will be based on qualifications. The City provides an excellent array of benefits, including Retirement Savings & Pension, Medical, Dental, Vision, and Relocation Assistance. Please contact Public Sector Search & Consulting, Inc. for additional details.

NOMINATION AND APPLICATION PROCEDURES

08.



APPLY TODAY!

For optimal consideration, candidates are encouraged to apply by November 4, 2022, 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. 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 November 2022.

After a selection has been made, an offer will follow, contingent on successfully completing the remainder of the city hiring process. The selected candidates will likely join the City of Henderson in January 2023 or a mutually agreeable date. These positions will be considered open until a final selection is made.



APPLY WITH CONFIDENCE

Candidates should direct inquiries and questions regarding this position or the recruitment process to:

Public Sector Search & Consulting, Inc.

Office: 916.789.9990

www.publicsectorsearch.com

Mr. Gary Peterson, Chief of Police (ret.) - President/CEO

gary@publicsectorsearch.com

916.622.5323 (mobile)



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