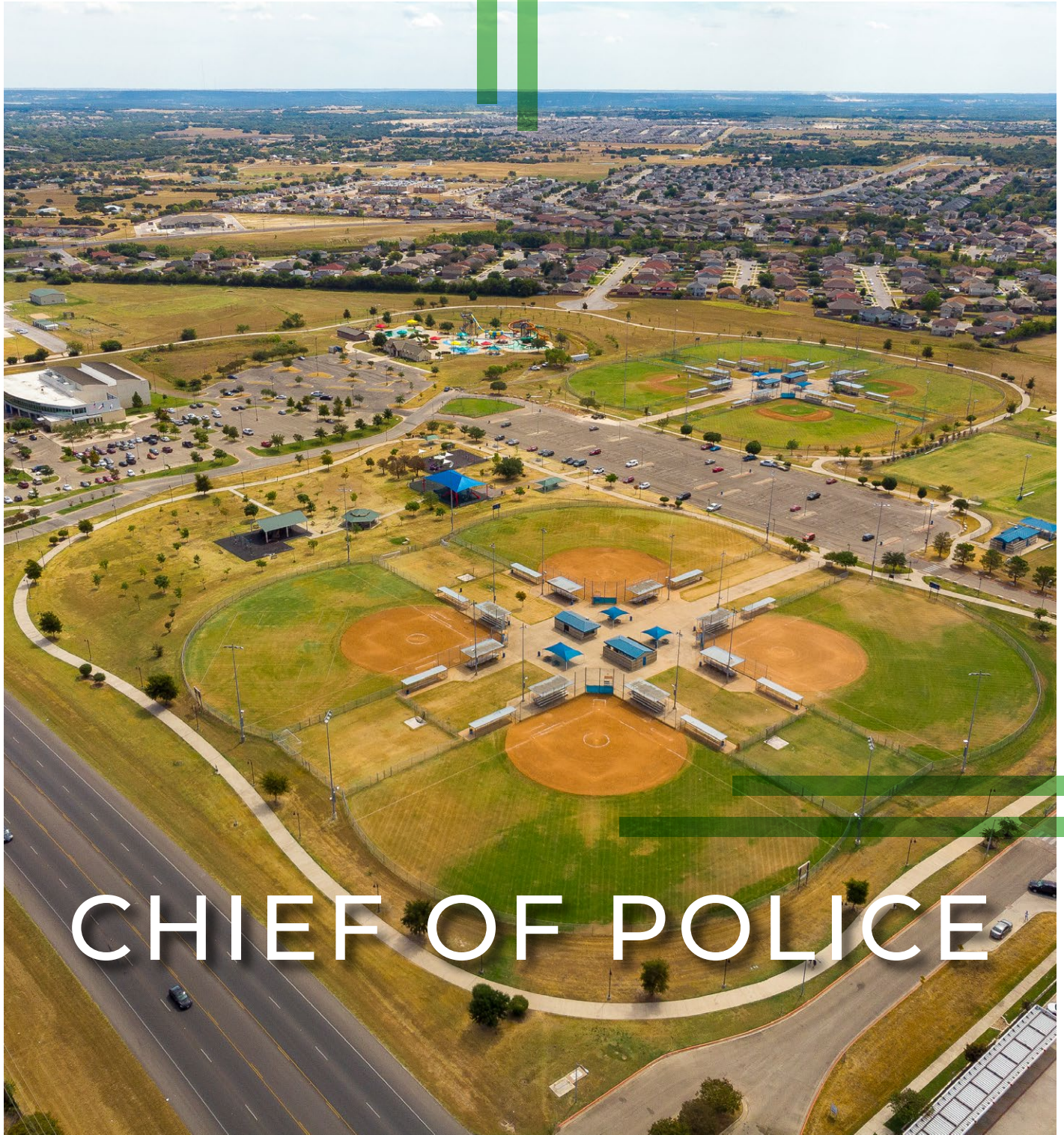
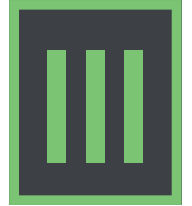


A NATIONAL SEARCH
is underway for a new Chief of Police

Killeen, Texas



CHIEF OF POLICE

KILLEEN, TX

THE 01. OPPORTUNITY



A search is underway to attract a highly qualified candidate to lead the Killeen Police Department (KPD) into the future.

The City of Killeen is seeking a proven leader capable of building on the work completed under Chief Charles Kimble's leadership. Chief Kimble is retiring after a 30-year career in policing and the past five (5) years as the police chief in Killeen. Like many cities across the country, the next Chief of Police must work hard to develop trusting relationships in the community while simultaneously building a strong police leadership team. The next chief will be a strong leader who takes a data-driven approach to crime and will develop strategies and solutions supported by 21st-century policing principles and practices.



02. GOVERNANCE AND ORGANIZATION

The City of Killeen operates under the council-manager form of government.

The Mayor is the city's chief elected officer and presides over the city's seven-member City Council, which sets all policies. The Mayor and all Council members serve two-year, staggered terms with a three-consecutive-term limit. The Mayor and at-large council members are elected in even-numbered years, while the four district Council members are elected in odd-numbered years.

With a FY 2023 General Fund budget of \$112.8 million, Killeen has more than 1,300 employees, making the city one of the largest employers in the region. In addition to police and fire departments, the city owns and operates emergency medical services, water, sewer, and garbage utilities, and two airports.

The City of Killeen has received numerous accolades. Recent awards and ongoing recognitions include Tree City USA, KaBOOM! Playful City USA, Keep America Beautiful Presidential Circle Award, Keep Texas Beautiful Gold Star Affiliate Award, Distinguished Budget Presentation Award, and Certificate for Achievement for Excellence in Financial Reporting.

THE 03. COMMUNITY

Killeen, Texas, is ideally situated along Interstate 14 in Bell County.

It is the principal city in the Killeen–Temple–Fort Hood metropolitan area and approximately 70 miles from Austin. The city is adjacent to Fort Hood, the largest armored military installation in the nation, and the city's economy and way of life are closely tied to this base. This vibrant, family-oriented community covers 55 square miles and is home to more than 156,000 residents who enjoy quality neighborhoods, a thriving economy, a full range of educational opportunities, and easy access to big city amenities.

Covering over 340 square miles, Fort Hood is the largest single location employer in the state with over 36,000 soldiers and more than 5,000 civilians. Fort Hood's total economic impact is estimated at \$35.4 billion statewide. With tremendous growth in retail trade and dining facilities in the late 1990s, Killeen spread its trade area to cover a 100-mile stretch of Central Texas.

U.S. Highway 190 has been designated as I-14 as a result of the hard work of the Gulf Coast Strategic Highway Coalition. This designation, referred to as Forts to Ports, opens numerous economic development opportunities for the community.

While Killeen has successfully maintained its small-town atmosphere, it also offers many of the services of a metropolitan city. Residents enjoy a high quality of life, abundant shopping and dining options, and a variety of leisure activities. There are plenty of entertainment and recreational opportunities, including bowling alleys, a stadium, movie theaters, a community theater, hiking and biking trails, a golf course, water park, and much more. For water sports enthusiasts, Belton and Stillhouse Hollow Lakes are just a short drive away. Killeen also has over 135 service clubs, associations, and organizations within the community.



The city takes pride in its historic downtown, where visitors can experience some of the original developments built in the late 1800s when the railroad first arrived to town. The Downtown Historic District, encompassing nine blocks, and the City Hall building, formerly Killeen High School, have both received listings in the National Register of Historic Places. The Killeen Independent School District provides quality education to student's grades pre-K through 12 and is the largest school district between Dallas and Austin, with an enrollment of over 44,000.

There are multiple options for those seeking higher education in Killeen and the surrounding area. Texas A&M University-Central Texas in Killeen serves over 2,500 students and offers upper-level undergraduate and graduate courses. Within a one-hour drive of Killeen, there are several major four-year universities, including the University of Texas at Austin, Baylor University in Waco, Southwestern University in Georgetown, and the University of Mary Hardin-Baylor in Belton. Central Texas College offers associate degrees and certificate programs in various fields.

Health care needs are met by Scott & White Health Clinics and Advent Health Hospital. The military community is served by the 128-bed Carl R. Darnall Army Medical Center and satellite clinics.



THE POLICE DEPARTMENT

The Killeen Police Department (KPD) was accredited by CALEA in 2009 and was reaccredited for the fourth time in 2020.

In addition, KPD has its own Training Academy and a forty-eight (48) bed jail. With an annual budget of \$38 million, KPD has authorized staffing for 262 commissioned and 76 civilian employees. KPD employees work in the Office of the Chief or one of two Bureaus: Administrative or Operations, each led by an Assistant Chief as follows:

OFFICE OF THE CHIEF

- The Office includes Public Affairs and the department's Legal Advisor

OPERATIONS BUREAU

- The **Patrol Division** is the department's largest division with more than 175 commissioned personnel. The division is responsible for responding to 911 calls and patrolling the city with support from the Traffic, K-9, and Bicycle Officers.
- The **Criminal Investigation Division (CID)** is comprised of seven (7) specialized units that investigate major crimes utilizing the latest technologies and investigative tools.

THE ADMINISTRATIVE BUREAU

- The **Training Division** is responsible for overseeing recruit training, in-service training and recruiting.
- The **Support Services Division** is responsible for the Evidence and Processing Unit, Records Management, Intelligence Unit, and Office of Management and Budget.



05 KEY CHALLENGES AND OPPORTUNITIES

While the Killeen PD has made significant strides as a police agency under Chief Kimble, more work lies ahead. The next Chief will need to:

- Conduct a top-to-bottom assessment of the agency to ensure its operation reflects current national best practices
- Work in partnership with non-law-enforcement service providers and agencies to address drug overdoses, homelessness, and other social issues facing the city
- Develop and expand initiatives impacting the youth and ensure that KPD partners with community organizations to advance such initiatives
- Work collaboratively to build on the existing crime control model, which is rooted in intelligence-led policing
- Build a new team to implement a public safety plan that will create a safer downtown
- Partner with the university community to research, develop and implement programs focused on community engagement
- Strengthen the relationship with the command structure at Fort Hood to ensure that veterans living and working in Killeen receive appropriate services.



06 IDEAL CANDIDATE

The Chief of Police will be forward-thinking, focused, and driven to ensure department policies and actions are consistent with the progressive policing practices and new innovative approaches appropriate in today's world.

The Chief will represent continued progress and positive movement toward better service delivery to all neighborhoods.

STRATEGIC

The ideal candidate will play a significant role in maintaining and advancing the modernization work that has been done. The Chief will evaluate the department's operations and work to operationalize new initiatives to improve service delivery. The ideal candidate will maximize the department's capabilities to advance community policing and crime reduction strategies while emphasizing accountability and transparency. The selected candidate will have a track record of promoting diversity within the department and demonstrate a genuine cultural competency that helps the chief to navigate issues while respecting individual differences. The Chief must be open-minded and ready to engage in a dialogue that embraces alternative response programs as a component of public safety.

INSPIRATIONAL

The Chief of Police for the KPD 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 empathetic, compassionate, respectful, honest, and ethical. The ability to build strong and genuine connections with an engaged community and department is essential for a candidate's success. The selected candidate will be a good listener and will be approachable, responsive, and open to feedback.



ENGAGING

The new Chief of Police will proactively address internal and external challenges and make tough decisions while advocating for department members and the community. The Chief will always be transparent, valuing trust over any short-term gain in public perception or image. The Chief will embody the philosophy of openness and expect the same of his/her command staff. The Chief will set an example for the command staff by being visible and engaging all segments of the community.



KILLEEN POLICE DEPARTMENT

Our Mission

The Killeen Police Department's mission is to reduce crime, the fear of crime, and enhance public safety.

Our Vision

The Killeen Police Department's vision is to provide effective and efficient police services to our citizens, in the most professional and courteous manner possible by tailoring our manifold operations to meet the needs and expectations of our community.



QUALIFICATIONS

EXPERIENCE

At least ten (10) years of increasingly responsible command and supervisory experience in municipal law enforcement, including five (5) years of administrative responsibility is required. Candidates should have a proven track record of working effectively in a culturally and ethnically diverse community. Experience should also include developing and implementing innovative community policing and crime control strategies.'

EDUCATION

A Bachelor's Degree from an accredited college or university with major coursework in a subject related to the position. 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, PELI Program, Southern Police Institute, or PERF's Senior Management Institute for Police is considered a plus.

CERTIFICATION

Must be a certified peace officer or have the ability to obtain certification as required by the Texas Commission on Law Enforcement (TCOLE). You can find information about the requirements [here](#).

COMPENSATION AND BENEFITS

The salary for this at-will position is very competitive for the market and region. Starting salary will be based on qualifications and professional achievements. In addition, the City offers a generous benefits program and may include relocation assistance. Further details on city-provided benefits may be obtained [here](#).

- Candidates should also be aware that the State of Texas does not impose a state income tax.

NOMINATION AND APPLICATION PROCEDURES

08.



APPLY TODAY!

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 March 17, 2023. 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 City's selection process in April 2023. After a selection has been made, an offer will follow, contingent on the successful completion of the remainder of the City's hiring process.



APPLY WITH CONFIDENCE

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

Public Sector Search & Consulting, Inc.

Office: 916.789.9990

www.publicsectorsearch.com

Mr. Kenton Buckner, Chief of Police (ret.) – Senior Consultant

kenton@publicsectorsearch.com

502.794.1943 (mobile)

or

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

916.622.5323 (mobile)

gary@publicsectorsearch.com



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