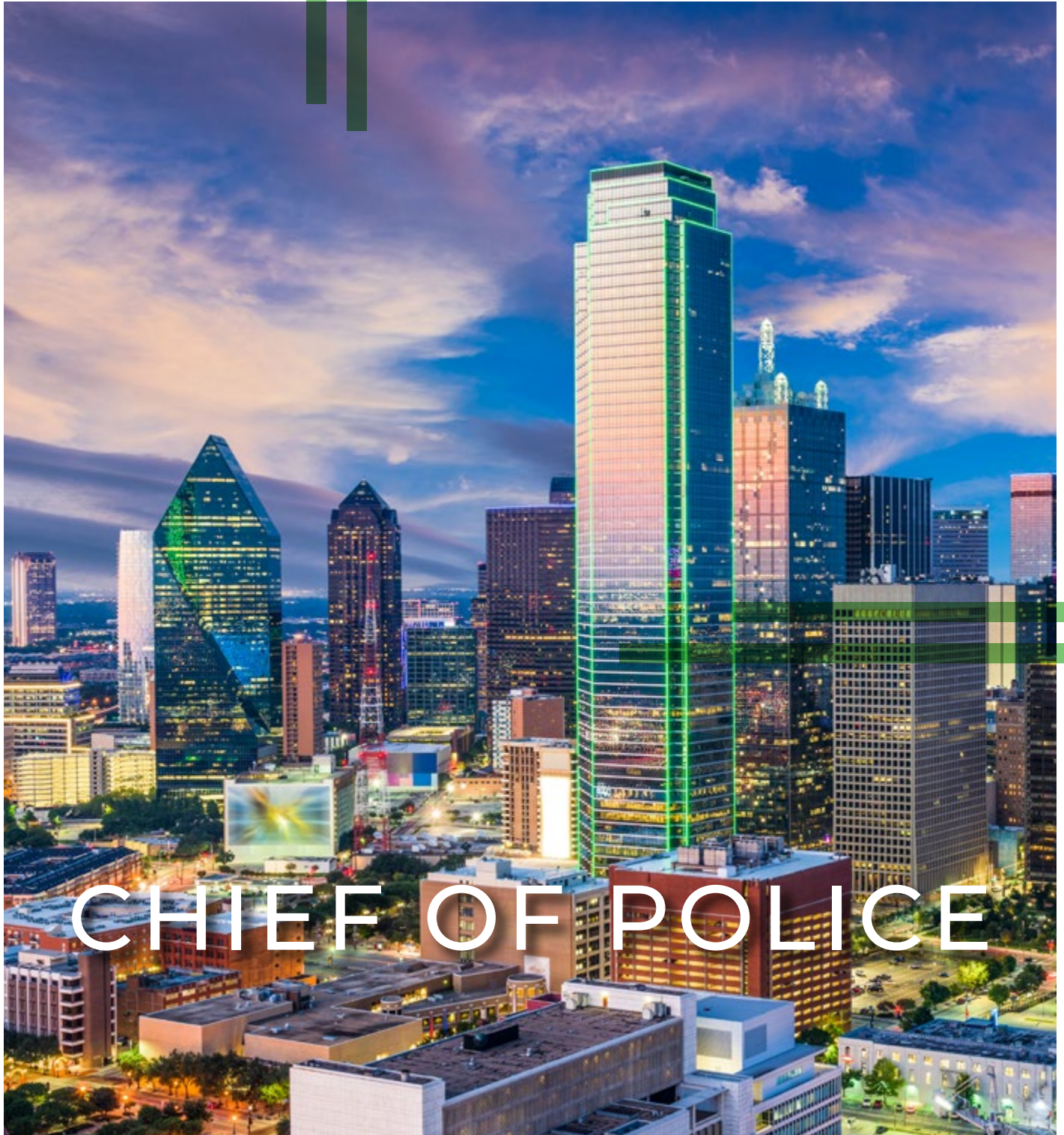


**A NATIONAL
SEARCH IS**
underway for a
new Police Chief.

Dallas, TX





THE CITY OF DALLAS, TEXAS

01 AN EXCITING OPPORTUNITY



A national search is underway to attract an exceptionally well-qualified candidate to lead the Dallas Police Department (DPD).

While this is an incredible opportunity to lead one of the nation's top law enforcement agencies, this moment comes at a time of historic social awakening about systemic racism, the role of police, political unrest, and a worldwide pandemic. Like many cities, Dallas has faced an uptick in violent crime and the challenges associated with preserving their citizen's right to protest during the recent anti-police sentiments sweeping the nation. Top candidates must be ready to provide contemporary police expertise in anti-violence initiatives and lessen the tensions that can accompany First Amendment expression. Successful candidates will have an exceptional career history in a major metropolitan area and will be known for their engaging, confident, yet personable style. The next chief will have a vision for policing in the City of Dallas that builds on reforms that have been completed or are underway.



02. THE CITY OF DALLAS

The City of Dallas operates under a Council-Manager form of government with a Mayor and 14 City Council Members serving as district representatives. Under this form of government, the elected body sets policies for the operations of the City. The City Manager is appointed by the Mayor and City Council to serve as the chief administrator over the City government organization. The City Manager has an Executive Leadership Team, which consists of seven Assistant City Managers and Chiefs. The City of Dallas is a full-service organization composed of more than 30+ departments/offices, including Police, Fire-Rescue, and Municipal Court.

The City Manager oversees all departments and functions of the City except those of City Attorney, City Secretary, City Auditor, and judiciary, each of whom reports directly to the City Council. In addition, the Park and Recreation Department report to a board that is appointed by the City Council. Dallas has an FY 2019-20 operating budget of \$2.9 billion and an \$872 million capital budget. The City currently employs a staff of over 13,000 full-time employees.

To learn more about our City, visit <https://dallascityhall.com>.

THE COMMUNITY

03.

The vibrant spirit of Dallas, and its true Texas charm, provides an authentic experience that is world-class! As the ninth-largest city in the United States and the third-largest city in Texas, Dallas has over 1.3 million residents. The Dallas-Fort Worth-Arlington metropolitan area, commonly known as the Dallas Fort Worth (DFW) Metroplex, has 120 cities and a population of more than 7.2 million and is the No. 1 visitor and leisure destination in Texas.

The community is proud of its diverse neighborhoods and attracts residents desiring both urban and affordable living. With many events and activities to choose from, Dallas has much to offer both tourists and area residents. The Dallas region is the home of six major sports franchises, including the Dallas Cowboys (NFL); Dallas Stars (NHL); Dallas Mavericks (NBA); Dallas Wings (WNBA); FC Dallas (MLS) and the Texas Rangers (MLB). The Dallas Arts District

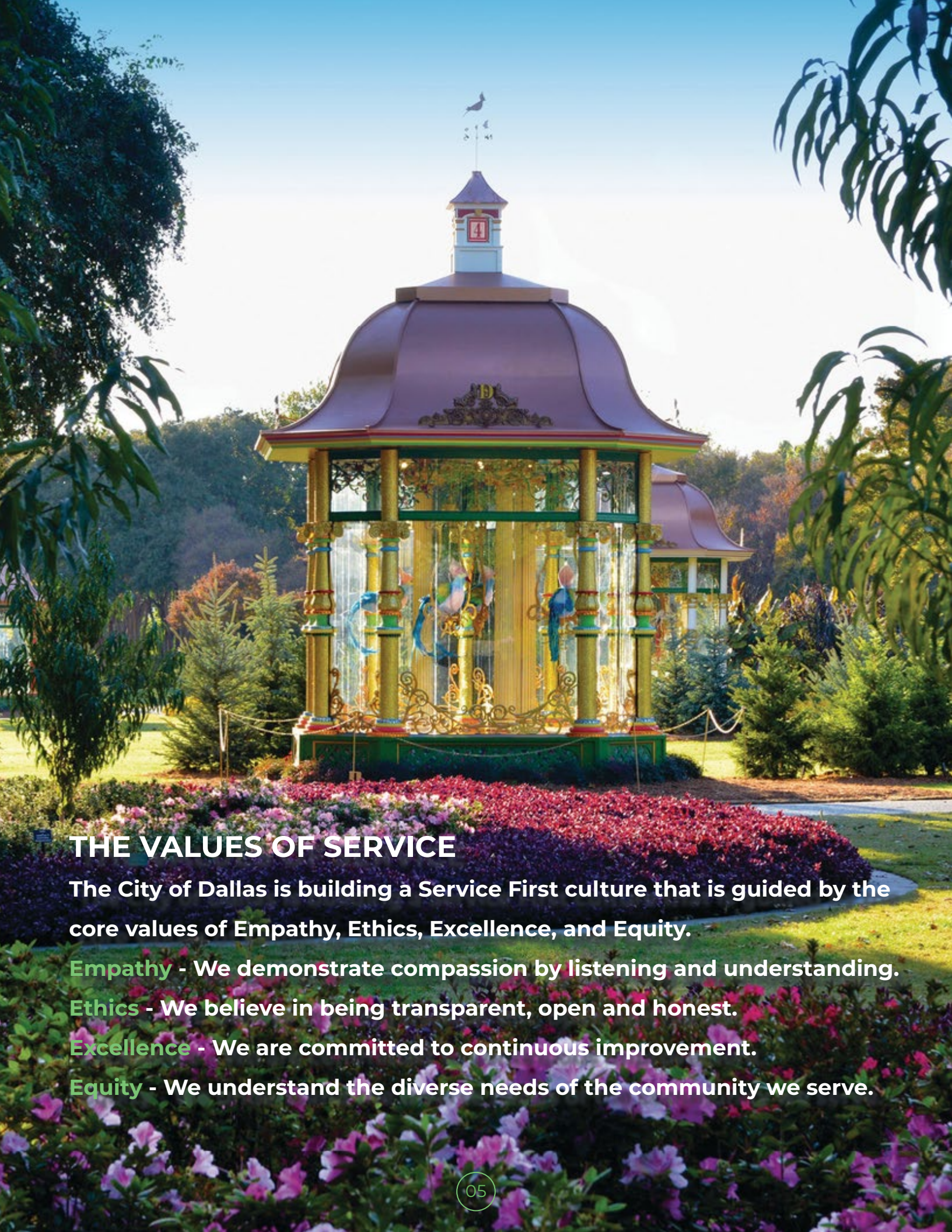
is the largest urban arts district in the United States, and Fair Park is home to the most extensive collection of Art Deco buildings in the country.

Known for business, Dallas is home to the third-largest concentration of Fortune 500 companies. The greater DFW area boasts the 5th largest economy in the country and the 10th largest in the world. The City's economy is primarily banking, commerce, telecommunications, technology, energy, healthcare, medical research, and transportation and logistics. Supporting both business and tourism, the Dallas-Fort Worth Airport has one of the largest and busiest airports in the world.

Dallas has more than 300 public and nearly 90 private primary and secondary schools. The region is home to more than 40 higher education institutions, including the University of Texas Southwestern Medical School, Southern Methodist University, the University of North Texas, Texas Christian University, and the University of Texas at Arlington.

Dallas is also one of the most ethnically diverse major cities in the United States, with residents of Hispanic or Latino (42%), African-American (24%), Asian (5%), and Caucasian (29%) descent. The Dallas metropolitan area is recognized as having the sixth-largest concentration of members of the LGBTQ community among the 50 largest U.S. cities.





THE VALUES OF SERVICE

The City of Dallas is building a Service First culture that is guided by the core values of Empathy, Ethics, Excellence, and Equity.

Empathy - We demonstrate compassion by listening and understanding.

Ethics - We believe in being transparent, open and honest.

Excellence - We are committed to continuous improvement.

Equity - We understand the diverse needs of the community we serve.



THE POLICE DEPARTMENT

04.

With a 2020-2021 budget of \$557 million, the Dallas Police Department (DPS) is allocated more than 3,000 sworn officers and 600 civilian employees working in either the Office of the Chief or one of three Bureaus. The department is managed by an Executive Assistant Chief and three Assistant Chiefs. The Office of the Chief includes Internal Affairs, Criminal Law & Police /City Attorney's Office, External Affairs, City Hall Liaison and Finance & Contract Management. The Assistant Chiefs lead the following bureaus:

- **The Administrative Bureau** is responsible for Personnel and Support Division and the Communications and Technology Division.
- **The Investigations and Tactical Bureau** manages the Criminal Investigations Division and the Tactical Support Division.
- **The Patrol Bureau** provides first responder services with nearly 2000 employees. Patrol operates out of seven separate division stations.

The Dallas Police Department and City Leadership successfully proposed and implemented several initiatives to reform policing and address an array of issues including, calls for service related to mental health, homelessness, and substance abuse. Additionally, initiatives advancing officer retention, de-escalation training, and aligning officer training with the city's core values are poised to be implemented.



05. IDEAL CANDIDATE

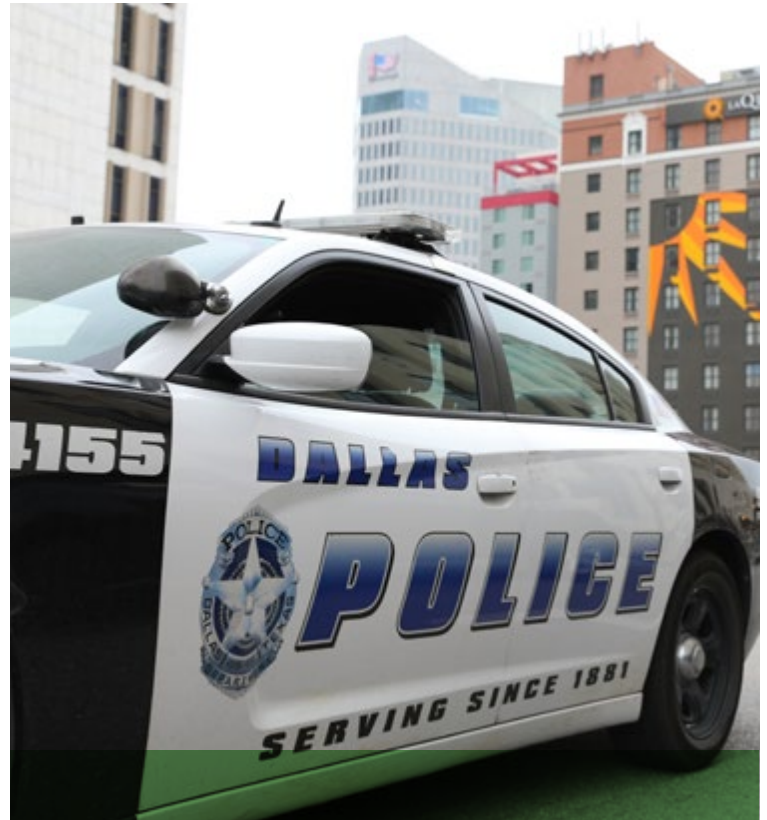
The ideal candidate will have demonstrated experience building a culture of continuous improvement and accountability. They will be forward-thinking, focused, and driven to ensure department policies and actions are consistent with the best policing practices appropriate in today's world. The Chief will represent continued progress and positive movement toward better public safety service delivery to all neighborhoods.

STRATEGIC

The incoming 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 the City Leadership, elected officials, community stakeholders, and, where appropriate, the different Police Associations. The ideal candidate will maximize the department's ability to advance community policing and crime reduction strategies and emphasize 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

At least five years of command experience at the highest levels in a large municipal police department is required. Candidates must have a demonstrated track record of leading reforms and working effectively in a culturally and ethnically diverse community. Candidates must be able to build department morale and effectively interact with the media, community stakeholders and elected officials.

EDUCATION

A Bachelor's degree from an accredited college or university with major course work in criminal justice, law, public administration, political science, or a related field 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 the Senior Management Institute for Police (SMIP) is considered a plus.





07. COMPENSATION & BENEFITS

The compensation for this at-will position is competitive and will be based on the selected candidate's qualifications. Candidates should also be aware that the State of Texas does not impose a state income tax. Compensation will be augmented by an excellent benefits package.



TO BE CONSIDERED

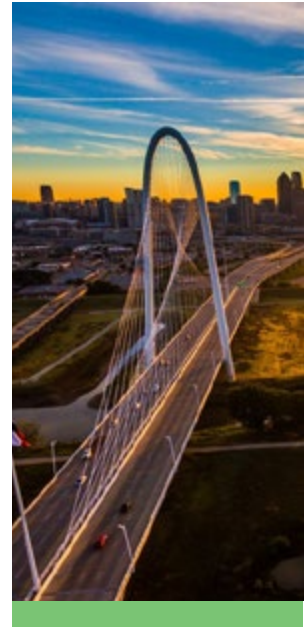
08.

APPLY TODAY!

Candidates should understand the public nature of executive searches in the State of Texas. 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.

This position will be considered “open” until a final selection is made. For optimal consideration, candidates are encouraged to apply early as the first review of candidates will be December 1, 2020. Electronic submittals are encouraged and will be accepted at apply@publicsectorsearch.com and should include a compelling cover letter, comprehensive resume, and list of references. Only the most highly qualified candidates will be invited to participate in the selection process in mid-December 2020.

After a selection has been made, an offer will follow, contingent on the successful completion of the remainder of the City hiring process. Ideally, the new Chief of Police will join the City of Dallas in January 2021 or upon a mutually agreed upon 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



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