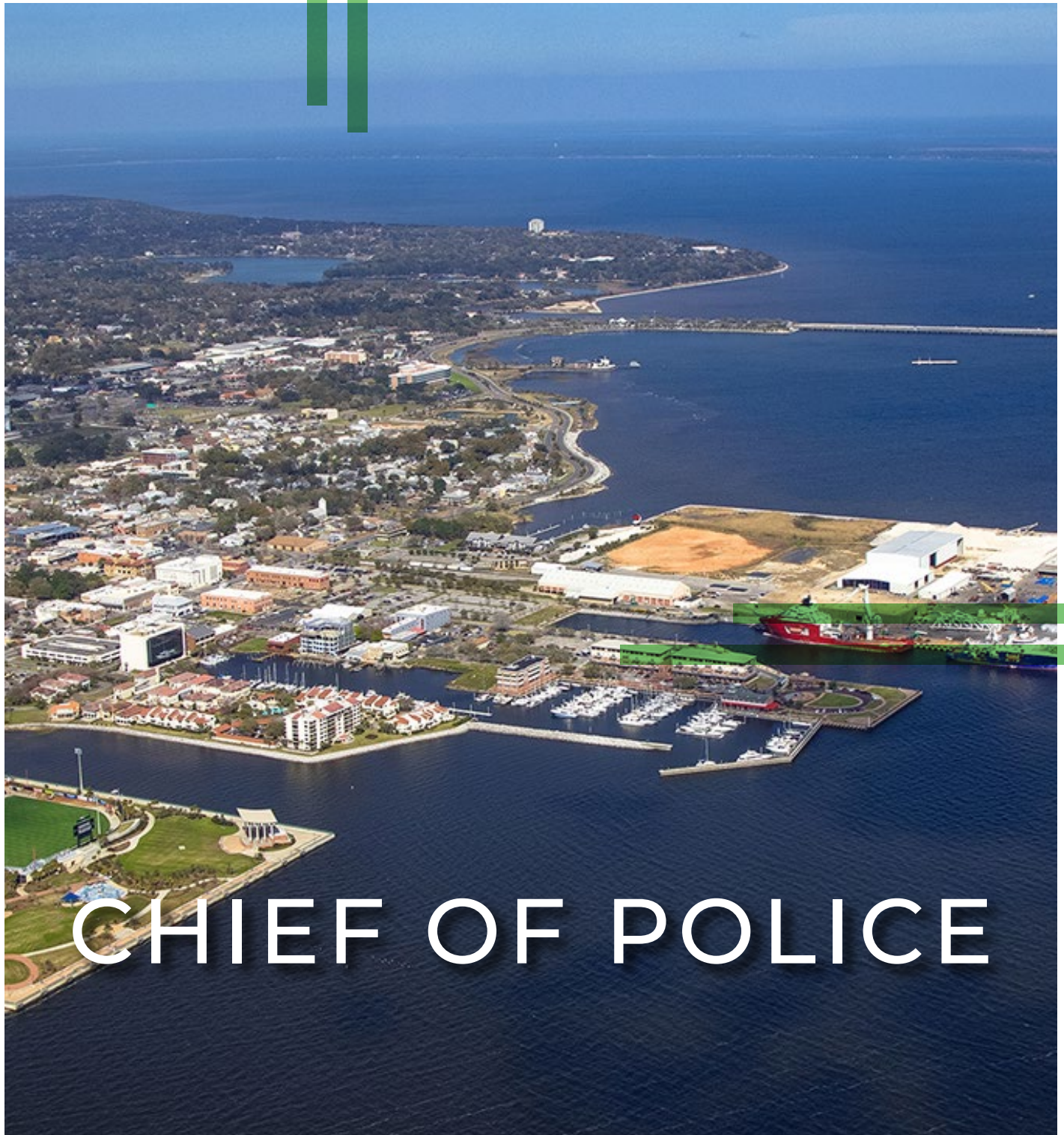


**A NATIONAL
SEARCH IS**
underway for a
new Police Chief.

PENSACOLA, FL



CHIEF OF POLICE



01.

AN EXCITING OPPORTUNITY

A national search is underway to attract an exceptionally well-qualified individual to lead the Pensacola Police Department (PPD). While this is an incredible opportunity to lead one of Florida's top law enforcement agencies, this moment comes at a time of historic national social awakening about systemic racism, the role of police, political upheaval and division, and a worldwide pandemic. Like many cities, Pensacola faced the challenges this past summer of preserving the right to protest while navigating the anti-police sentiment that swept the nation. Top candidates must be ready to provide contemporary police expertise with an approach that builds authentic relationships in the community. Successful candidates will have an exceptional track record of distinguished police leadership and will be known for their engaging, confident, yet personable style. The next chief will appreciate the array of community perspectives and have a vision for policing in Pensacola that builds on past successes and works toward a better future for all community members.

THE CITY OF
PENSACOLA, FL



02. CITY GOVERNMENT

The elected Mayor is Grover Robinson IV, who serves as the city government's chief executive, while a seven-member city council serves as the city's legislative body. The Mayor is elected at large, while city council members are elected to staggered four terms by district. The city council elects a council president from its members, along with a vice president.

The City is a full-service municipality organized into several departments that provide direct City services. The Mayor appoints the City Administrator, City Attorney, and all other department heads, including the Chief of Police, with the City Council's consent. Like other department heads, the Chief of Police is an at-will employee, reports to the City Administrator and serves at the pleasure of the Mayor.





03. THE COMMUNITY



The westernmost city in the Florida Panhandle, Pensacola's population is estimated to be 52,975. Pensacola is the county seat of Escambia County and the largest city in the Pensacola Metropolitan Area that has approximately 500,000 residents. Pensacola is a seaport on Pensacola Bay, protected by the barrier island of Santa Rosa, and is connected to the Gulf of Mexico. The city has been referred to as "The Cradle of Naval Aviation" because it is home to the Naval Air Station Pensacola (NASP).

Over the years, thousands of naval aviators have received their training in Pensacola, and the Navy's Flight Demonstration Squadron, the Blue Angels, is stationed there. The National Museum of Naval Aviation is located on the Naval Air Station and preserves aviation history through displays, symposiums, IMAX movies, and tours. Local educational opportunities include Pensacola State College Main Campus, Downtown Center, and the University of West Florida's main campus.

Pensacola has a vibrant arts and culture scene, which adds to its thriving downtown. The city is home to many annual festivals, events, historical tours, and landmarks.



The Pensacola Seafood Festival and the Pensacola Crawfish Festival have been held for nearly 30 years in the city's historic downtown. The Great Gulf Coast Arts Festival is held annually in November in Seville Square and often draws more than 200 regional and international artists. Pensacon is a comic convention held each February, with nearly 25,000 attendees from around the world. There are also several walking tours of restored 18th-century-era neighborhoods in Pensacola.

Pensacola's downtown is full of other historical sites directly connected to America's earliest colonization, including the Florida State Museum, the Pensacola Museum of Commerce, and the Pensacola Museum of Art. However, many residents have questioned the preservation of some painful reminders of the past. This past summer, amid protests, the city acted swiftly to remove a confederate monument at the center of the controversy.

The City operates 93 parks and open spaces and 11 Resource Centers to promote health and wellness, increase cultural unity, foster community pride and protect environmental resources to improve and promote the quality of life for all citizens and visitors of Pensacola.

Pensacola is a very diverse city, with residents of Caucasian (66%), African American (28%), Hispanic or Latino (3.3%), and Asian (2%) descent. The region also has a significant and growing LGBTQ community.

04. THE POLICE DEPARTMENT

With a 2020-2021 budget of \$20 million, the Pensacola Police Department (PPD) has 141 sworn officers and 53 civilian employees working in one of five divisions. The Assistant Chief leads the Administrative Division and provides support to the Chief of Police. A Police Captain manages each of the other four divisions.

- The **Administrative Division** is responsible Budget, Finance and Payroll, Citizens Academy, Police Cadets, Professional Standards, Public Information Office, Accreditation/Personnel and Training
- **The Criminal Investigations Division** includes Crime Scene Services, Crisis Negotiation Team, Detective Bureau, Special Investigations Unit, and SWAT Team
- The **Operational Support Division** is responsible for Communications/ Dispatch, Property Management, and Records
- **The Uniform Patrol Division** is the largest bureau and is responsible for providing first responder services. This division includes Patrol and Unmanned Aircraft Systems
- **The Specialized Patrol Division** includes the DUI Unit / Retail District / Parks, K-9 Unit, Neighborhood Services Unit, Pensacola International Airport, School Resource Officers, and the Traffic Unit





05. OPPORTUNITIES & CHALLENGES

In addition to improving community safety through progressive policing policies, training, equipment, and adequate accountability and oversight, the next Chief of Police will have the opportunity to work on a wide variety of projects, programs, and initiatives, including:

- Creating a strategic vision for future policing practices that align with the City's priorities.
- Building bridges of trust with the community and police department.
- Advancing a community policing philosophy that increases trust, helps decrease crime, and creates a safer Pensacola.
- Recruiting a diverse police staff is a significant challenge. The next police chief will have an opportunity to find creative ways

to address this issue to ensure a strong, diverse, and healthy police force.

- Leveraging existing resources and partnerships to combat crime and accommodate growth while preserving a small-town feel will require strong leadership, innovation, and planning.
- Embracing new technologies to improve how police protect and serve the community.



06. THE IDEAL CANDIDATE

While Pensacola values its diverse neighborhoods and improving economy, like many cities, it also suffers from the challenges associated with poverty, gun violence, and drugs. The stakeholder input meetings illuminated community concerns around social justice issues, including police use of force, fair treatment, police accountability, and a desire for an improved community-police relationship, especially with communities of color.

CULTURALLY COMPETENT

The next Chief of the Pensacola Police Department will be both an inspirational leader and an experienced executive who will inspire confidence and trust from the community and earn the respect of sworn and civilian employees. He or she will be an individual who is compassionate, respectful, honest, ethical, and has the highest level of integrity. The new Chief will welcome and celebrate the diversity of the entire Pensacola community. The ability to build strong and authentic connections within an involved community is essential for success in this position. The ideal candidate is culturally sensitive and committed to an active model of community policing and engagement.

INNOVATIVE PRACTITIONER

The selected candidate will be expected to identify and address issues and make recommendations for improvements while working in conjunction with the Mayor, City leadership, community stakeholders, and, where appropriate, the FOP. The next Chief of Police will be seen as a progressive reformer who can communicate the need for a police culture of service and





continuous improvement. The Chief 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 service delivery to all neighborhoods.

SKILLFUL

The next Chief will evaluate department operations and ensure the organizational model supports the efficient delivery of services. The ideal candidate will maximize the department's ability to advance crime reduction strategies while emphasizing accountabil-

ity and transparency from command-level to rank and file.

COURAGEOUS

The new Chief of Police will have the conviction and courage to proactively address challenges and make tough decisions while standing up for the community and the department. The Chief will always be transparent in their communications (both internally and externally), valuing trust over short term political gain. 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.

07. QUALIFYING CRITERIA

Experience – At least Ten (10) years of relevant experience, five (5) of which must have been in a supervisory capacity. Candidates should have a proven and 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 and elected officials.

Education – A Bachelor's degree from an accredited college or university in Business Administration, Public Administration, Police Science, or closely related field. A Master's degree is highly desirable. Advanced training such as the FBI National Executive Institute, FBI National Academy, Police Executive Research Forum (PERF) – Senior Management Institute for Police (SMIP) is considered a plus.



08. COMPENSATION AND BENEFITS

This at-will position has a salary range of \$103,022 to \$164,819. Starting salary will be based on the selected candidates' qualifications. Candidates should also be aware that the State of Florida does not impose a state income tax. Compensation will be augmented by an excellent executive benefits package.



09. APPLY TODAY

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

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 on March 31, 2021.

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 starting in April 2021.

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 in May 2021 or upon a mutually agreed upon date.

APPLY WITH CONFIDENCE

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