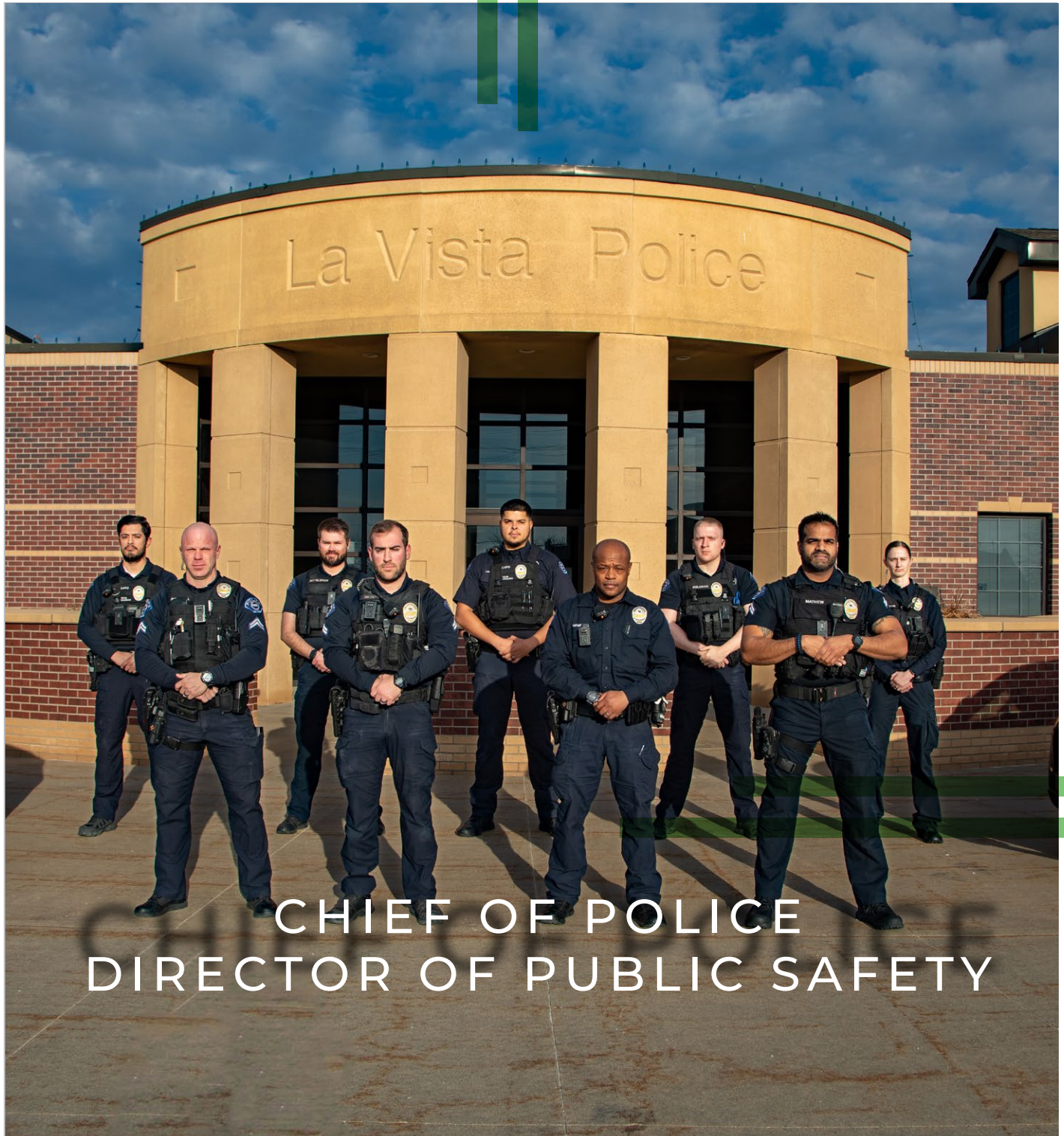
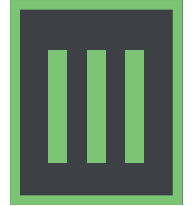


A NATIONAL SEARCH

is underway for a new Chief of
Police/Director of Public Safety

La Vista, Nebraska



**CHIEF OF POLICE
DIRECTOR OF PUBLIC SAFETY**

LA VISTA, NE



THE 01. OPPORTUNITY



A national search is underway to attract a highly qualified candidate to lead the La Vista Police Department (LVPD).

The next Chief of Police/Director of Public Safety (hereafter referred to as Chief of Police) will have an opportunity to lead a highly skilled and dedicated workforce who are committed to providing top notch service.

The city seeks an individual with strong leadership and communication skills and a collaborative approach to solving problems. The most qualified candidate will not only be a decisive leader but also be well-prepared to identify and address emerging issues and expand robust community engagement efforts.

The current chief is retiring after 36 years of dedicated service to the community and department. La Vista seeks a formidable successor who will continue building upon previous achievements and propelling public safety in La Vista to new heights.

02 THE COMMUNITY

With a population of 16,648 and a daytime population that just exceeds 20,000, the City of La Vista is one of Nebraska's fastest-growing cities.

Incorporated on February 23, 1960, La Vista (meaning “the view”) was given its name because of the beautiful scenic view of the Big Papio Creek basin southeast of the first development site.

Modern-day La Vista offers a vibrant and welcoming community committed to providing a high quality of life for residents and visitors. The community has consistently invested in its well-maintained parks, recreational areas, and community services. The city’s dedication to green spaces ensures residents will have an array of opportunities for outdoor activities, creating a family-friendly environment that encourages both relaxation and an active lifestyle. The city hosts various events and gatherings throughout the year, providing opportunities for residents to connect, engage, and build lasting relationships. Whether it is movie nights, community festivals, or neighborhood activities, La Vista promotes a tight-knit atmosphere that will make you feel right at home

La Vista is strategically located in the Omaha Metropolitan Area, offering easy access to a wide range of amenities and job opportunities while maintaining its distinct community identity. You will find yourself in proximity to cultural attractions, diverse dining choices, and a plethora of entertainment options, making it an ideal balance between suburban tranquility and urban convenience.





03. THE GOVERNING STRUCTURE

The City of La Vista operates under the Mayor-Council form of government.

The Mayor is elected at large to a four-year term and eight City Council members are elected from four dual-member wards to staggered four-year terms. The Mayor, with confirmation from the City Council, appoints a professional City Administrator and certain other officials as provided in the La Vista Municipal Code. The City Administrator manages the day-to-day operations of the City and the Police Chief reports to the City Administrator.

The elected and appointed leadership is long-tenured and experienced. The current Mayor has served since 2006 and has previous experience as a member of the City Council and on appointed advisory boards. The average tenure of the current members of the City Council, many of whom also have previous board and commission experience, is 15 years, with three members having served in excess of 20 years.

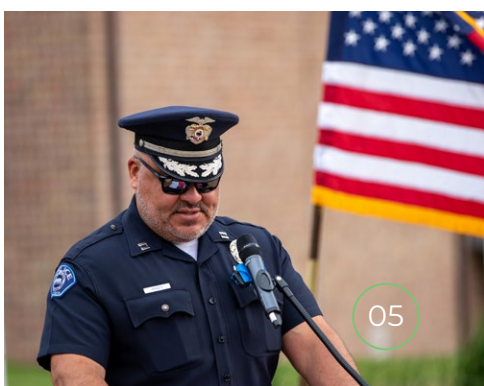
THE POLICE DEPARTMENT 04.

The La Vista Police Department is a dedicated law enforcement agency committed to ensuring the safety and well-being of the community it serves.

Led by experienced and professional officers and civilian staff, the department employs a community-oriented policing approach, fostering positive relationships between law enforcement and residents. The officers prioritize proactive engagement and collaboration with local schools, businesses, and neighborhood groups to address concerns, build trust, and enhance public safety.

The LVPD has a 2024 budget of \$7.2 million that supports an authorized staff of 47 sworn and 6 professional staff assigned to one of three divisions, each led by a Captain. The Divisions are as follows: Operations, Operations Support, and Special Operations. Each Captain reports directly to the Chief of Police.

- The Operations Division includes the Uniform Patrol Bureau. This division is comprised of first responders who are responsible for 911 emergency calls and other calls for service by the public. The agency receives approximately 8,400 calls for service each year.
- The Operations Support Division includes Investigations, the Records Unit, and the Property and Evidence Unit.
- The Special Operations Division includes Traffic, School Resource Officers, DARE, Community Affairs, and Fire Investigations.



With a focus on modern policing practices, the La Vista Police Department leverages technology and ongoing training to stay at the forefront of law enforcement methodologies. The department is known for its responsiveness to emerging community needs, employing a team of skilled officers who are not only well-trained in traditional policing but are also attuned to the evolving challenges of contemporary society. Through community outreach programs, educational initiatives, and a commitment to transparency, the La Vista Police Department has a supportive environment from all the residents.



05 COMMUNITY ENGAGEMENT PROCESS

The City of La Vista, through Public Sector Search & Consulting, Inc., conducted a robust community engagement process, resulting in significant community and departmental input.

Engagement opportunities included multiple stakeholders, focus groups discussions including seniors and other community members. Participants also included a variety of city employees, including sworn members of the police department. The themes from the discussions help describe community expectations of the position and the ideal candidate profile that follows.



06 IDEAL CANDIDATE

Engaging

The ideal candidate will be an exemplary leader, deeply engaged with the officers under their command and the broader community. This leader will recognize the critical importance of internal communication, fostering an environment where officers feel heard, valued, and equipped with the information necessary for effective policing. Through innovative communication platforms, both internally and externally, the selected candidate is a leader who will ensure that the lines of communication remain open, contributing to a cohesive and informed police force and community.

Visionary Leader

La Vista is seeking a leader who will serve as a beacon of leadership, exemplifying a profound commitment to the well-being of the city, agency, and community. This will include prioritizing community-oriented policing and forging strong bonds between officers and residents. Recognizing the importance of transparency and open communication, this leader will establish initiatives that facilitate dialogue and collaboration, ensuring that the police force remains an integral part of the community.

LA VISTA POLICE DEPARTMENT

MISSION

It is the mission of the La Vista Police Department, in partnership with our community, to provide a safe and secure environment for everyone who lives, works and does business in the City of La Vista through the effective and efficient delivery of professional, positive and innovative services.

The goal and mission of the police department is to make La Vista a safe community for residents, businesses and visitors. We are proud of the positive relationship the department has with our community and it's this strong teamwork that allows us to work together to accomplish our goals.

Inspirational

The next Chief of Police should emerge as a transformative leader, unwaveringly committed to the core principles that have resulted in LVPD being highly regarded by its residents. The chief will champion accreditation, ensuring the police force maintains its high standards and practices. Moreover, cultural awareness should be woven into the fabric of the ideal candidate's approach, understanding the importance of a diverse and inclusive police force that reflects and respects the community it serves. Through this holistic and forward-thinking approach, the ideal candidate will set a precedent for excellence, bridging the gap between law enforcement and the community while shaping a resilient and culturally attuned police force.

Collaborative

. Recognizing that effective policing extends beyond individual efforts, the chief will facilitate a collective approach to problem-solving, where diverse perspectives contribute to comprehensive and innovative solutions. A strong understanding of the importance of working cooperatively with other departments within the city organization and a track record of building strong relationships is essential. The next leader will be expected to maintain and strengthen the partnerships held by LVPD and foster an inclusive and collaborative culture, including active engagement with federal, state, and local partners.



07. QUALIFYING CRITERIA

Education

A bachelor's degree in criminal justice, police administration, or a related field is required.

Experience

A minimum of three years of management experience in law enforcement supplemented with substantive training and education in management administration.

Special Requirements

- Nebraska Post-certification or the ability to obtain such certification within one year.
- Must possess and maintain a valid driver's license.



COMPENSATION AND BENEFITS

The position will have a competitive salary that is augmented by excellent benefits. The proposed pay range is \$117,255 - \$164,213. Starting salary will be based on qualifications and accomplishments. Further details on compensation and benefits may be obtained through Public Sector Search and Consulting, Inc. This is a civil service position per state law.

NOMINATION AND APPLICATION PROCEDURES

08.



APPLY TODAY!

This is a confidential process. Candidates are strongly encouraged to apply by January 12, 2024. Electronic submittals should include a compelling cover letter, a comprehensive resume, and a list of five references and should be sent to apply@publicsectorsearch.com.

Only a select group of candidates will be invited to participate in the selection process. After the selection process, an offer, contingent on a detailed background investigation and the remainder of La Vista's hiring process, will follow. Ideally, the new Chief of Police will join the city in April 2024 or 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.:

Public Sector Search & Consulting, Inc.

916.789.9990

www.publicsectorsearch.com

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