

The City of Corpus Christi

Invites Qualified Candidates to Apply For

Police Chief

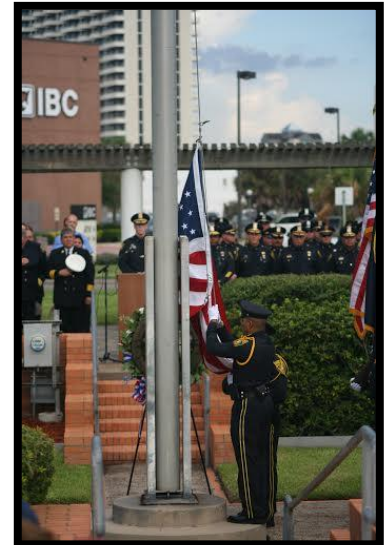


ABOUT CORPUS CHRISTI

As a Gulf Coast community of 315,000 residents, Corpus Christi has a tropical climate and features 31 miles of open beaches on the Gulf of Mexico, Nueces Bay, and Corpus Christi Bay. The community boasts the 5th largest international seaport in the United States by tonnage and is a center for petrochemical manufacturing, large-scale fabrication, marine research, maritime shipping, and tourism. The community encompasses 460 square miles, 155 of which are land.

Corpus Christi residents are in the enviable position of having access to the following big-city amenities while enjoying the convenience, friendliness, safety, air quality (largest industrial area in U.S. that is in compliance with EPA Air Quality standards), and lower cost-of-living experienced in smaller cities:

- ❖ American Bank Center 10,000-seat arena which is home to Corpus Christi Ice Rays of North American Hockey League and hosts conventions, concerts, and shows;
- ❖ Whataburger Field which hosts Corpus Christi Hooks, an AA minor league baseball team;
- ❖ USS Lexington (World War II aircraft carrier) Museum on the Bay;
- ❖ Art Museum of South Texas;
- ❖ Texas State Aquarium;
- ❖ Harbor Playhouse the oldest continually performing theatre in Texas;
- ❖ Corpus Christi Museum of Science and History;
- ❖ Asian Cultures Museum and Educational Center; and
- ❖ Various outdoor activities including wind surfing, kite boarding, beachcombing, dolphin viewing, sailing, fishing, and hunting.



HISTORY

In 1519 on the Catholic feast day of Corpus Christi, Spanish explorer Alonzo Alvarez de Pineda discovered a lush semi-tropical bay that is the site of modern-day Corpus Christi. The community originally called Kinney's Trading Post was established in 1839 by Colonel Henry Lawrence Kinney. In July 1845 U.S. troops under General Zachary Taylor established a camp at Kinney's Trading Post in preparation for the Mexican-American War. Shortly thereafter, the community was renamed Corpus Christi and incorporated as such on September 9, 1852.

CLIMATE

Corpus Christi enjoys similar temperatures to those of other Gulf Coast regions but with lower precipitation as it is in a semiarid region. There are an average of 288 sun-filled rain-free days annually. Average high temperatures in the summer are in the low 90's while average high temperatures in the winter are in the 70's with average low temperatures in the 50's.

TOURISM

Corpus Christi experiences more than 6 million visitors per year with up to 80,000 visitors per day at peak tourist times such as Spring Break. The region is buffered from the Gulf of Mexico by several barrier islands including Padre and Mustang. The community serves as a point of entry into the highly acclaimed 133,000-acre Padre Island National Seashore, with 70 miles of coastline, dunes, prairies, and wind tidal flats, and a safe nesting ground for the Kemp's Ridley sea turtle and a haven for 380 bird species. Also, the National Audubon Society has named Corpus Christi the "Birdiest City in America" for its access to many varieties of exotic birds. Finally, history buffs can enjoy the restored historical homes of Heritage Park, some dating back to the late 1800's.

ECONOMY

Major Corpus Christi employers include Valero, Exxon, CITGO, U.S. Naval Air Station, Corpus Christi Army Depot, CHRISTUS Spohn Health System, and HEB grocery stores. During the last four years the community's population grew by 30,000 or approximately 10 percent. Corpus Christi has also experienced a 10 percent increase in job growth, 40 percent increase in residential valuation, and 20 percent increase in commercial valuation during the last four years. Major new developments include a \$20B liquid natural gas plant, a Lone Star UAS (unmanned aircraft systems) research and development facility, and the 574-acre Schlitterbahn Water Park.



EDUCATION

There are six K-12 school districts in the Corpus Christi area, along with a number of parochial and private schools. Texas A&M University-Corpus Christi is a rapidly growing 10,000-student college campus which boasts one of the most unique world-class waterfront campuses. Also, Del Mar College has more than 12,000 students at its two community college campuses.

TRANSPORTATION

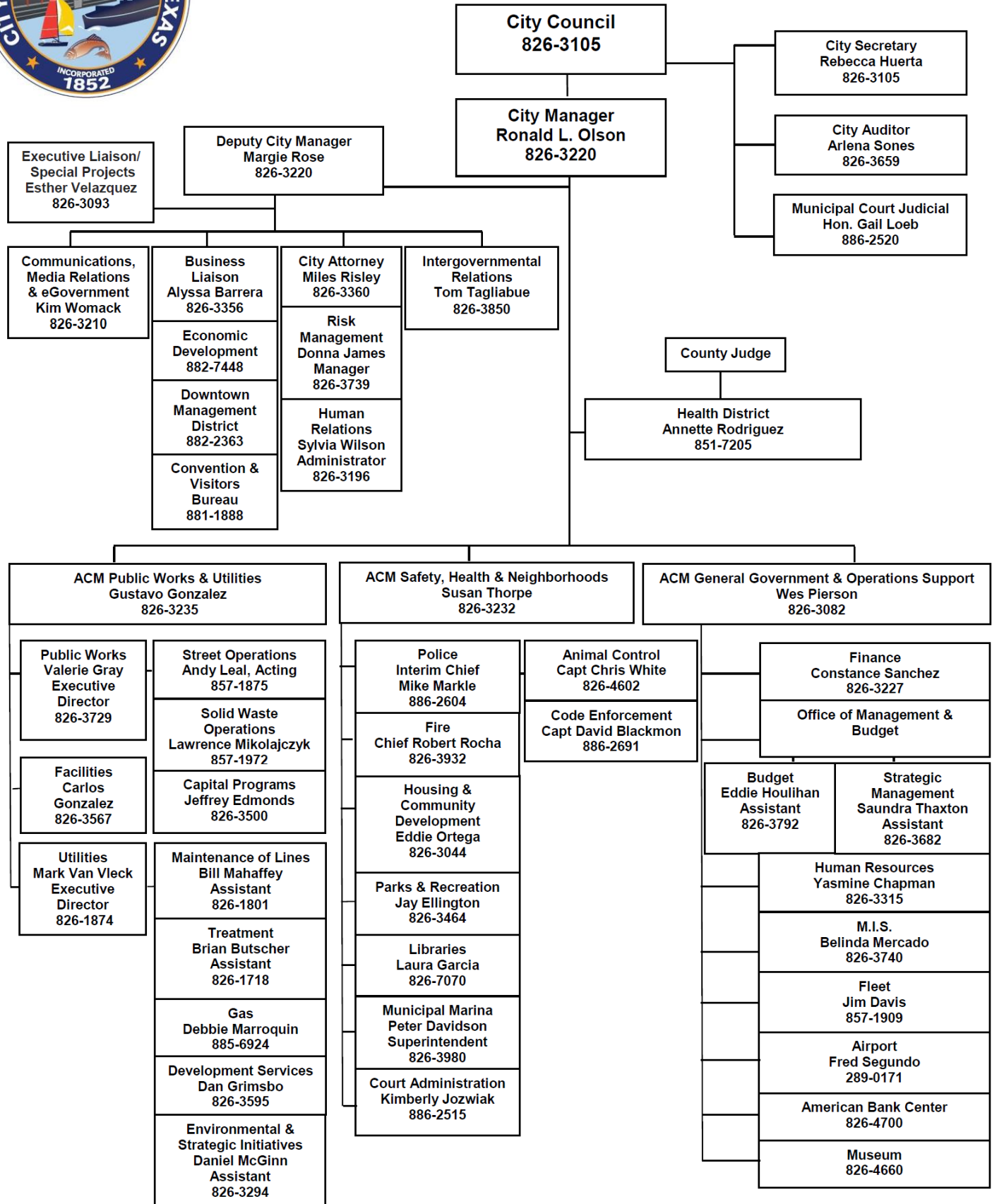
The Corpus Christi International Airport offers commercial air service through Southwest Airlines, American Airlines, and Continental Airlines. Interstate 37 as well as several U.S. and state highways serve the area providing approximately a two-hour drive to San Antonio, three-hour drive to Houston, and three and one-half hour drive to Austin. Bus, harbor ferry, vanpools, and rideshare programs are offered by the Corpus Christi Regional Transportation Authority.

CITY GOVERNMENT

Corpus Christi has operated under the council-manager form of government since 1945. The City Council consists of a Mayor and eight Council Members elected to two-year terms with a four-term limit. The Mayor and three of the Council Members are elected at-large, and the other five Council Members are elected by districts. In addition to the City Manager, the Council appoints the Municipal Court Judges and the City Secretary aka: City Clerk. All other employee hiring authority rests with the City Manager.



City of Corpus Christi Organizational Chart



Corpus Christi is a full-service-plus city providing a commercial airport, marina, gas utility, 10,000-seat arena and convention center, minor league baseball stadium, 2 golf courses, several museums and other cultural attractions in addition to traditional City services. The City has been very aggressive in annexing land over the years. Therefore, unlike most metropolitan areas that have many large suburbs, Corpus Christi is by far the dominant municipality in the metropolitan area.

The City has a total annual budget of \$830 million and 3,000 FTE's. The City is financially stable. The General Fund (\$232 million budget) is required by Council policy to maintain reserves of at least 10 percent of General Fund expenditures, with a goal to achieve 25 percent in several years. Current General Fund reserves are 19 percent of expenditures. The City operates on an October 1 – September 30 fiscal year.

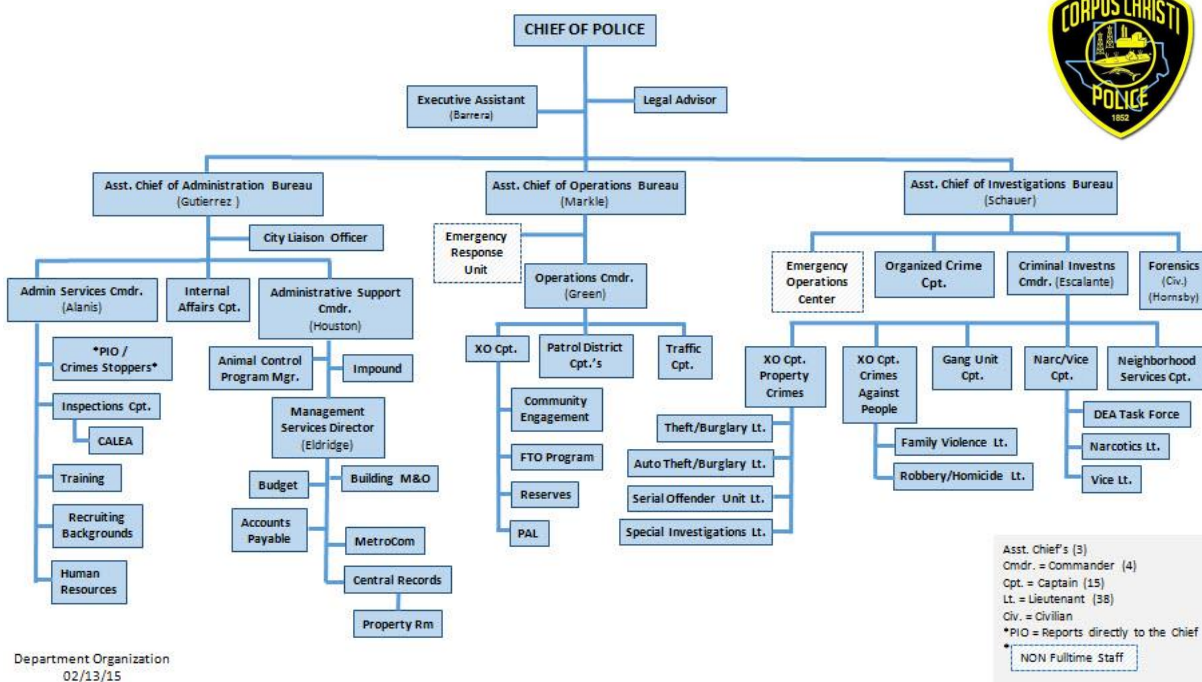
Two noteworthy measures are the City's Insurance Services Office (ISO) rating of 2 and the following general obligation bond ratings: Fitch, AA; Standard and Poor's, AA-; and Moody's, Aa2.

The City of Corpus Christi has won many awards including:

- Gulf of Mexico Spirit of Community Award in 2014 for promoting climate awareness and education;
- All-America City Award in 2003;
- #1 Digital City in U.S. for cities of 250,000 population or more from Center for Digital Government in 2009;
- One of only nine local governments in 2010 to be designated as "Citizen-Engaged Communities" by Public Technology Institute;
- Induction into Balanced Scorecard Hall of Fame by the Palladium Group (Charlotte is the only other U.S. municipality to receive this recognition);
- One of only four cities nationally to receive 2010 Best Restored Beach Award from American Shore and Beach Preservation Association;
- Playful City USA recognition by KaBoom!, a national organization dedicated to bringing healthy play activities into children's' lives;
- Platinum Peak Performance Award for excellence in wastewater treatment from National Association of Clean Water Agencies; and
- Accreditation of Corpus Christi Museum of Science and History by American Association of Museums.

POLICE DEPARTMENT

The Corpus Christi Police Department is responsible for Animal Care Services, Code Enforcement, and the metropolitan 911 dispatching system in addition to traditional Police Department functions. The Department has a \$68.9M annual budget and 667 FTE's including 426 sworn personnel.



Asst. Chief's (3)
 Cmdr. = Commander (4)
 Cpt. = Captain (15)
 Lt. = Lieutenant (38)
 Civ. = Civilian
 *PIO = Reports directly to the Chief
 *NON Fulltime Staff

Department Organization
 02/13/15

Corpus Christi voters established a Crime Control Prevention District (CCPD) in 1997 which provides a 1/8-cent sales tax specifically for Police purposes and currently funds 63 sworn personnel. Funding for the District has been reauthorized by the voters two additional times since 1997 and will be on the November 2016 ballot for a ten-year renewal.

The Department has a comprehensive 2015-16 Police Department Business Plan which can be accessed at www.cctexas.com/Assets/Government/CityManager/Files/AnnualBusinessPlan.pdf. Also, the Department has been accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA) since 2009.

Police sworn personnel up to the rank of Captain are represented by the Police Officers Association (POA) in the City's collective bargaining negotiation process as allowed under Texas' Local Government Code. The City and POA recently entered into a new four-year agreement.

Mission Statement: the Corpus Christi Police Department is to work as an equal partner with the community to reduce crime, the fear of crime and to improve the quality of life in our community.

Vision Statement: the Corpus Christi Police Department will utilize community involvement that links new, innovative crime fighting methods and technology to develop a Community Policing Organization where officers and the public operate as one.

Values: Honesty & Integrity; Community Service; Fairness; Work Ethic; and Leadership

ISSUES AND OPPORTUNITIES

The following is a summary of the issues and opportunities to be managed by Corpus Christi's next Police Chief.

Community Relations—the Police Department enjoys strong community support as witnessed by continued voter approval of the Crime Control Prevention District sales tax and existence of the Corpus Christi Police Foundation, a private organization which raises funds to support the Department. The Police Department has developed good relationships with community partners such as the Chamber of Commerce, NAACP, LULAC, the Police Foundation, religious institutions, school districts, the news media, and others. In addition, the former Police Chief has been very transparent in furnishing timely and complete information about controversial criminal incidents and other public safety matters to community partners and the general public. As a result, there is a high level of trust between the Department and the community. This has created a community mindset where, instead of holding rallies and public protests about controversial matters which can escalate into violence, inclusive community meetings are held to address public safety issues from a community-wide perspective. Continuing this type of transparency will be a high priority for the next Police Chief.

Officer Deployment—like other growing communities the Corpus Christi Police Department faces challenges in being able to provide adequate resources to newer areas of the community without sacrificing quality service to the rest of the community. The next Chief will need to use technology and best practices regarding officer deployment to ensure the community is adequately served in the most efficient manner possible while increasing proactive policing.

Entry-level Hiring—in 2009 the U.S. Department of Justice (DOJ) issued a consent decree to the Corpus Christi Police Department indicating the Department's physical ability tests for entry-level sworn hiring improperly screened out female applicants. Subsequently the Department revised its physical ability tests and conducted additional outreach to potential female Police Officer candidates. As a result in the last four years the number of sworn female personnel has risen from 8 to 15 percent.

In 2013 the DOJ reached a final settlement with the City of Corpus Christi on this matter. However the consent decree remains in effect for at least two years after the settlement. The City has petitioned the district court to remove the consent decree. In October the court will consider this matter. Even if the consent decree is terminated by the court the next Police Chief needs to continue the Department's vigilance in ensuring fair hiring practices exist.

Homelessness—due partly to the community's favorable climate homelessness is an issue especially in and near downtown. The City in partnership with human service agencies and religious institutions has been working to reduce homelessness. The next Police Chief is expected to work with others on this issue.

Code Enforcement—the Police Department recently assumed responsibility for Code Enforcement in part because the Department is known for addressing difficult issues through well thought-out planning and strategic implementation. Through the Department’s efforts many code violations have been resolved. However there needs to be a balance between enforcement and a perception of heavy-handedness.



JOB REQUIREMENTS

The minimum job requirements are: 1) education and experience equivalent to Bachelor's degree from accredited college with Master's degree preferred; 2) at least 10 years of progressively responsible executive-level law enforcement management experience preferably from a department of comparable size and complexity; and 3) ability to meet State law enforcement certification requirements and preferably be a graduate from the FBI National Academy or similar program.

DESIRED PROFESSIONAL AND PERSONAL ATTRIBUTES

The following are the desired professional and personal attributes of Corpus Christi’s next Police Chief:

- Models ethical behavior and ensures Department has strong moral compass with highest standards of personal and professional integrity and accountability;
- Servant leader who authentically puts others’ needs ahead of their own and believes in open, transparent law enforcement;
- Embraces community policing philosophy and has experience initiating and overseeing community policing and crime prevention programs;
- Cultural sensitivity with ability to develop effective relationships with persons from all backgrounds;
- Approachable and personable with genuine humility;
- Good listener with excellent communication and interpersonal skills;
- Impeccable integrity who provides honest answers to difficult questions even if answers are not popular;
- “Face of Department” with high visibility with community leaders, news media, and general public and excellent public speaking skills;
- Collaborative team-player;
- Knowledge of best practices and track record of implementing innovative ideas;
- Data-driven with strategic planning experience, financial management skills, focus on results, and customer service orientation;
- Supports using technology to enhance Police services;
- Experience in growing community desired;
- Knowledge and experience with border issues a plus;
- Ability to continue productive working relationship with POA;
- Experience working with Police Foundations a plus;
- Emergency management experience especially dealing with coastal weather issues;
- Track record of effective relationships with other law enforcement agencies such as the FBI, U.S. Immigration and Customs Enforcement (ICE), Homeland Security, and U.S. Border Patrol as well as with military bases; and
- Exercises proper protocol in communications with City Manager’s Office and City Council.





COMPENSATION

The compensation for the Police Chief position is highly competitive. The starting compensation level is dependent upon the selected individual's qualifications and match with the desired attributes being sought by the City. The City will pay reasonable and customary moving expenses for the next Police Chief who is required to live within the city limits. Please note Texas does not have a state income tax.



To Apply:

Please send your resume and cover letter with current salary to pwconsulting@cox.net by **October 11, 2015**. For additional information about this job, please contact:

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