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ABOUT FORT WORTH – Fort Worth, the fastest growing large U.S. city this decade, anchors the west end of the Dallas-Fort Worth Metroplex. With a current population of 696,165, Fort Worth plays a major role in the continued economic development success of the dynamic Dallas-Fort Worth Metroplex whose population totals 5.7 million.

Fort Worth is a diverse yet cohesive community built upon strong partnerships and cooperation. While proud of its heritage, Fort Worth welcomes the challenge of becoming a city of 1 million people that plays a more significant role in the future development of the Metroplex.

One of the clearest examples of Fort Worth's spirit of cooperation can be seen in the evolution of its vibrant, safe and clean downtown. Two private security forces work together with the Fort Worth Police Department to provide a safe and friendly environment for downtown residents and visitors. A substantial amount of new construction coupled with historic preservation activities have made downtown Fort Worth a center for commerce and entertainment.

Another way Fort Worth is growing is through the Trinity River Project. In its entirety, this conservation, recreation and economic development project encompasses 88 miles of the Trinity River and its greenbelts and tributaries. The first project to be developed will be the Trinity Uptown project which will transform 800 vacant acres in the heart of the city into a mixed-use residential/commercial project that will also include a lake for recreational purposes.

HISTORY

Fort Worth was established as a frontier army post in 1849 by Major Ripley Arnold and named for General William Jenkins Worth who distinguished himself in the War with Mexico. The outpost became a stopping place on the famous Old Chisholm Trail and a shipping point for the great herds of Longhorn cattle being driven to northern markets. Progressive City leadership brought the first of nine railroads to Fort Worth in 1876. These railroads along with the West Texas oil boom spurred Fort Worth's early growth.

Early on, Fort Worth's economy was a blending of cattle, oil, finance and manufacturing. Since World War II it has become an aerospace, education, high-tech, transportation and industry service center.

City of Fort Worth, Texas
 Invites Qualified Candidates to Apply for

POLICE CHIEF

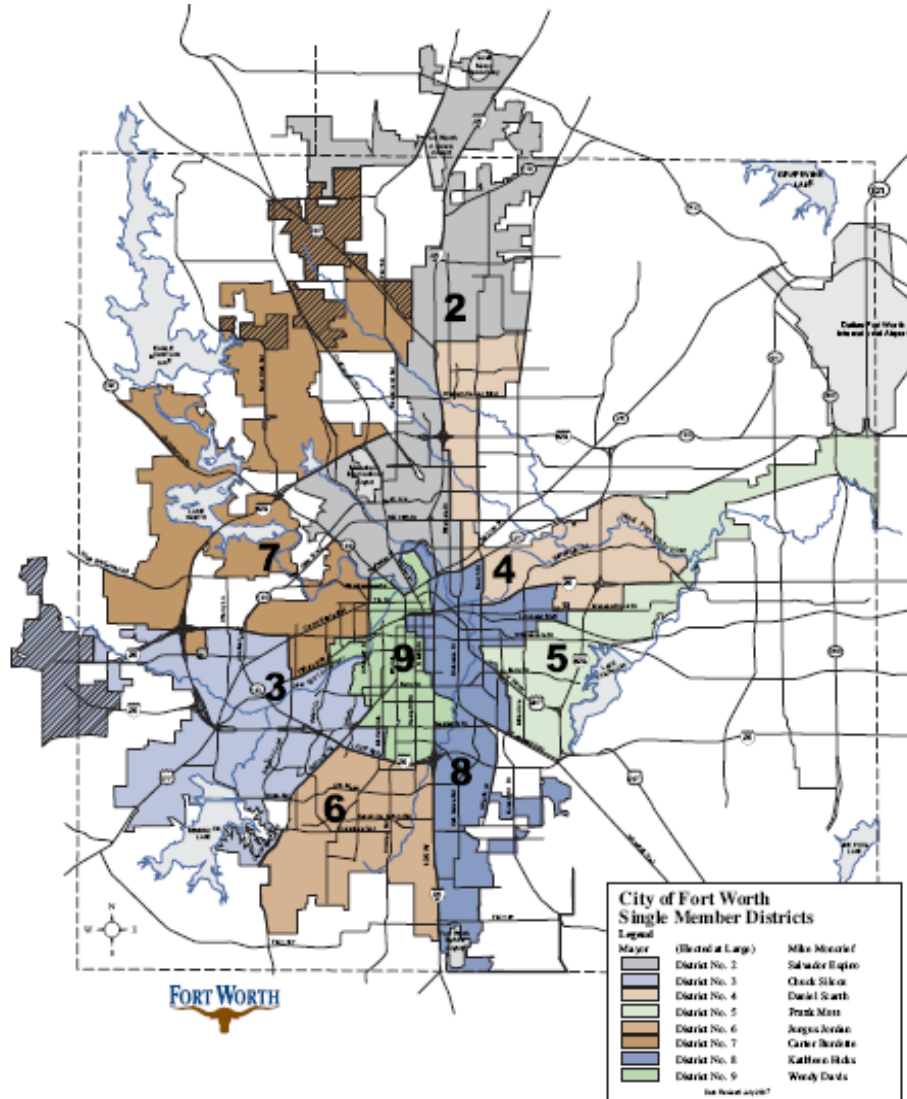
In 2004, Fort Worth received an award from the Partners for Livable Communities as one of America's Most Livable Communities. Fort Worth was honored for its aggressive, forward-thinking actions and modern amenities that make it a prime location to work, live and grow a business.

In 2006, Fort Worth was recognized by Morgan Quinto Press as the 9th safest of the 32 U.S. cities with a population of 500,000 or more.

LOCATION

Fort Worth, seat of Tarrant County, is located in both Tarrant and Denton Counties in north-central Texas. Fort Worth is located on the Trinity River and is approximately 75 miles south of the Oklahoma state line and 270 miles northwest of the Gulf of Mexico.

Fort Worth is comprised of 332 square miles and is projected to add 10 square miles and 107,000 residents in the next 5 years. A map of Fort Worth's current land area is shown below.



EDUCATION

The Fort Worth Independent School District serves the major portion of Fort Worth. This 111-school system operates on the 5-3-4 plan in which the elementary schools (74) teach grades 1-5; middle schools (24), grades 6-8; and senior high schools (13), grades 9-12. While Fort Worth is served primarily by the Fort Worth School District, it is also served by 14 other districts. There are also 52 private and parochial schools in the area which provide primary and secondary education. Tarrant County has eight college and university campuses with an enrollment of more than 63,000 students in both undergraduate and graduate programs. Included in these colleges and universities are: Southwestern Baptist Theological Seminary; Tarrant County College, South, Northeast, Southeast, and Northwest Campuses; Texas Christian University; Texas Wesleyan University; the University of Texas at Arlington; and the University of North Texas Health Science Center. There are twenty-nine other colleges and universities within a fifty-mile radius with an enrollment of over 119,000.

TRANSPORTATION

Air – The Dallas/Fort Worth International Airport (D/FW) is the third busiest airport in the world in terms of operations and ranks sixth in the world based on passengers. D/FW is located approximately 17 miles equidistant from Dallas and Fort Worth. Fort Worth owns Meacham International Airport and Spinks Airport which serve the general aviation needs of the region. The Fort Worth Alliance Airport and Industrial Park, a public-private partnership, has produced \$31.3 billion of economic impact for North Texas since 1990.

Highway – Three interstate highways (I-20, I-30 and I-35), five federal and four state highways provide all-weather routes within Fort Worth and to and from the rest of the nation. Interstate 820, which encircles the city, allows quick access to all parts of the Fort Worth area.

Rail – Fort Worth is served by six major railroad systems one of which, Burlington Northern/Santa Fe Railroad, has its corporate headquarters in Fort Worth. AMTRAK rail passenger service is also available.

Trucking and Transit – Fort Worth's position as a major southwest distribution center is supported by the presence of 75 regular route motor carriers with over 750 schedules. Local bus transit service is provided by *The T*, operated by the Fort Worth Transportation Authority. The Trinity Railway Express (TRE) provides commuter rail transit service between Fort Worth and Dallas. Greyhound Trailways Bus Lines furnishes Fort Worth with transcontinental passenger service; intrastate bus service is provided by Transportation Enterprises and Texas Bus Line.

UTILITIES

Water, sewer and solid waste services are furnished by the City of Fort Worth. Texas Utilities ("TXU") provides electricity and natural gas service to Fort Worth. Basic (local) telephone service is provided by either AT&T or Verizon while long distance service is provided by numerous carriers.

HEALTH CARE

Medical facilities in Tarrant County offer excellent and convenient care. There are 25 hospitals with approximately 4,000 beds and 300 bassinets; one children's hospital with 208 beds; four government hospitals; 51 private convalescent homes; the Fort Worth Public Health Center; Cancer Clinic; Carter Blood Care and the University of North Texas Health Science Center. Four hospitals offer training for residents and nurses.

CULTURE, ARTS and TOURISM

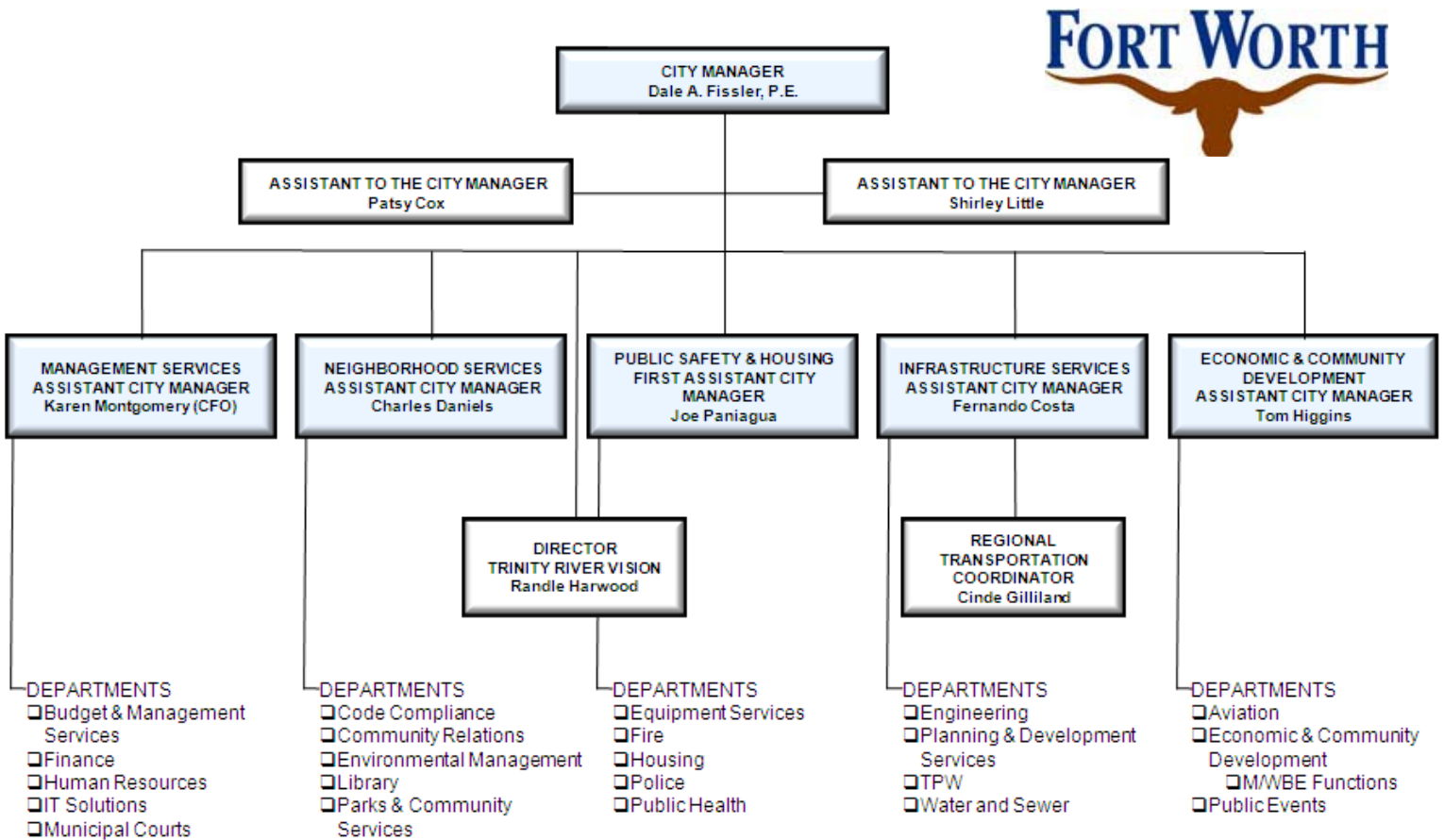
The Fort Worth Central Library contains 175,000 square feet on two levels. The street level is the home of the Hazel Harvey Peace Youth Center, the Amon G. Carter Multi-Media Center, the Intel Computer Lab, and a 6,000-plus exhibit gallery. The lower level features the “Our Place” Teen Center, the Rincon en Espanol or “Spanish Corner,” as well as three adult services units, Interlibrary Loan, and the administrative offices. A third unfinished level allows for future expansion. The system maintains 2 regional libraries, 10 neighborhood branches and 2 satellite libraries in public housing projects. The City also has interlocal agreements with 6 of the surrounding suburban communities to share library resources and services.

Fort Worth has a growing tourism industry. Tourist attractions include the Fort Worth Stockyards National Historic District, the Texas Motor Speedway and the Fort Worth Zoo. The Fort Worth Convention Center offers exhibit and meeting space in excess of 185,000 square feet including a 14,000 seat arena. The Nancy Lee and Perry R. Bass Performance Hall, one of the best performing arts venues in the world, is located in Fort Worth. Fort Worth is also known for its many museums including the Fort Worth Museum of Science, the National Cowgirl Museum and Hall of Fame, the Modern Art Museum and Kimbell Arts Museum.

THE CITY GOVERNMENT – Fort Worth is a charter city which has operated under the council-manager form of government since 1924. The City’s governance is provided by the City Council which consists of a Mayor elected at-large and an 8-member City Council elected from districts. The City Council selects a professional city manager who is responsible for administering and coordinating municipal operations and programs. The City Council also appoints the City Secretary, City Attorney, City Auditor, Municipal Court Judges and board and commission members. Fort Worth has 6,563 employees and a budget of \$1.17 billion.

The City government prides itself on effective and efficient business-like functioning with a high regard for the role of professionalism in city government. The City is often recognized for its excellence having won 45 awards alone within the last year. Overall, employee relations are considered by the City to be good.

FORT WORTH CITY ORGANIZATIONAL CHART

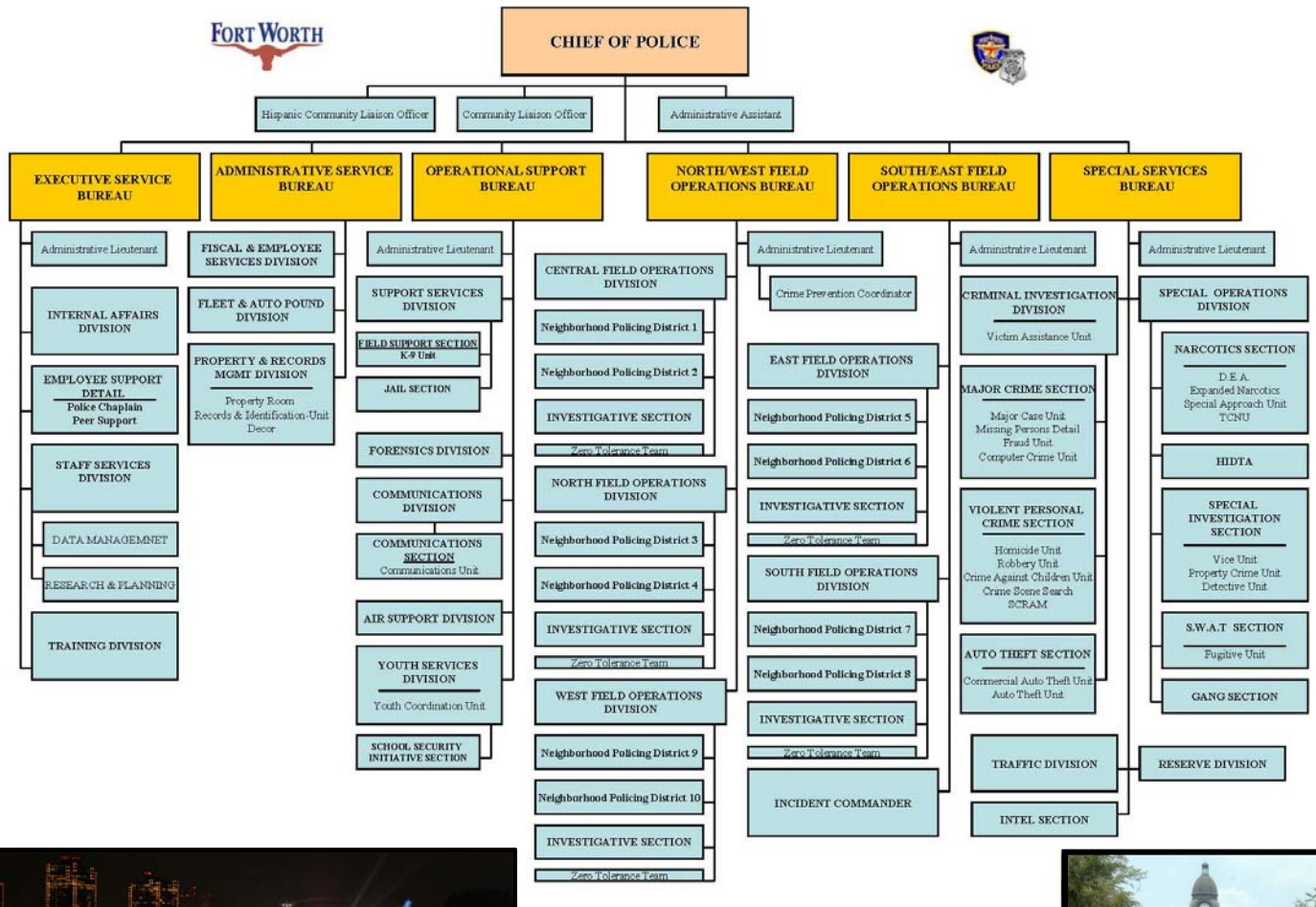


THE POLICE DEPARTMENT – The Police Chief reports to the Public Safety & Housing First Assistant City Manager, Joe Paniagua. Mr. Paniagua is responsible for the following departments: Police; Fire; Public Health; Housing and Equipment Services. The following is a basic summary of facts regarding the Police Department.

- 1539 sworn officers and 432 civilian employees;
- \$207.4 million budget;
- Crime Control Prevention District (CCPD) 1/2 cent sales tax authorized by the voters in 1995 is part of Police Department budget;
- Patrol is divided into 10 districts each with a station in addition to several storefront stations; and
- Only two Police Chiefs in last 23 years.

The Department has been using the Compstat management and accountability system for the past five years. The Department has a cohesive management team and good teamwork and morale throughout the Department.

FORT WORTH POLICE DEPARTMENT



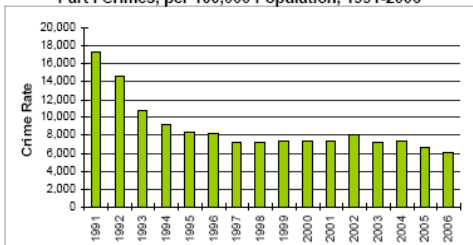
COMMUNITY POLICING

The Fort Worth Police Department has an unparalleled commitment to community policing. The following is a summary of the current community policing programs in place.

- NPO--each of the Department's 81 beats has a Neighborhood Policing Officer (NPO). The NPO provides each neighborhood with its own police officer and has been a tremendous source of two-way communication between the Department and the general public.
- MAC and CAPA--the Department has established a unique alliance with the religious community through the Ministers Against Crime (MAC) and the Clergy and Police Alliance (CAPA).
- Citizens on Patrol--there are currently 1400 active members of this program who must first complete a citizen academy training program.
- School Liaison Program--officers are assigned to all middle and high schools.
- Various other programs include Crime Stoppers, the Community Emergency Response Team staffed by volunteers, after-school program, victims assistance program and a sex offender notification program.



Part I Crimes, per 100,000 Population, 1991-2006



The Police Department enjoys widespread community support in large part due to the many collaborative partnerships initiated by the Police Department over the last 20 years. These partnerships have leveraged additional resources that have contributed to a **65 percent reduction** in Part 1 crimes per capita from 1991 – 2006.

STRATEGIC PLAN

The Police Department has recently completed a comprehensive strategic plan whose vision is to make Fort Worth the safest major city in the United States.

ISSUES AND OPPORTUNITIES – The following is a summary of the issues and opportunities that face Fort Worth's next Police Chief.

- Complete the Department's first labor contract that is required as a result of a voter referendum that approved a "meet and confer" arrangement for sworn Police personnel. The Department is presently negotiating this contract with the Police Officers Association (POA).
- In conjunction with the Fire Department, develop a plan to replace the Police/Fire Training Facility that will be demolished as a result of the Trinity River Project.
- Upgrade the Department's technology -- particularly the capability of the mobile dispatch units in Police cars.
- Sustain and evolve the Department's many community policing and crime prevention programs.
- Respond to the rapid growth that Fort Worth continues to experience by providing effective Police services to all areas of the community. This is especially a challenge in the recently annexed areas in the northern part of the community where current response times are less than desired.
- Assist in implementing the Homelessness Task Force report that consists of a 10-year plan for addressing homelessness. (Note: this report has not yet been approved and is scheduled to be addressed by the City Council in late June.)
- The Crime Control Prevention District (CCPD) 1/2 cent sales tax is subject to reauthorization by the voters every 5 years with the next vote occurring in 2010.

VISION:

"One of the top ten safest large cities in the country with a continually receding crime rate and a citywide sense of safety—featuring: a premier public safety organization in technology utilization; an inclusive, responsive, exemplary communications system; a continuous, top-rated, professional education and training system; an effective marketing system and modern functionally-effective facilities."

MISSION:

"The Fort Worth Police Department provides quality service in partnership with the community to create a safe environment for all."



JOB REQUIREMENTS –

Experience and Training Guidelines

Any combination of experience that would likely provide the required knowledge is qualifying. A typical way to obtain the knowledge and abilities would be:

- Experience – 8 years of increasingly responsible experience in municipal police work including 4 years of management and supervisory experience (at a level no less than two ranks below the Police Chief) gained in a community with a population of at least 200,000. Strongly prefer experience with a police department serving a diverse community comparable to Fort Worth. Must be technically current and meet State law enforcement certification requirements.
- Education – Bachelor’s degree from an accredited college or university with major course work in police science, criminal justice, public administration or closely related field. Masters degree in related field is preferred.

Desired Professional and Personal Attributes

- Outstanding relationship skills to be able to collaborate effectively with all stakeholders;
- Ability to leverage outside resources to support improvements to Department operations;
- Substantial experience initiating and overseeing community policing and crime prevention programs and the productive use of volunteers;
- Ability to promote diversity within the Department and to work with a diverse community;
- Collaborative team-player with ability to maintain and improve strong rapport and trust within the Police Department and between the Department and the community;
- Excellent public relations skills with the ability to sustain the current transparency of the Police Department to the community;
- Strategic, innovative thinker with good financial management skills;
- Strong intergovernmental relations skills with ability to work with Tarrant County Sheriff’s Office and other police departments in County to jointly address crime issues;
- Experience working with police unions;
- Experience in rapidly growing communities;
- Ability to have a high profile and high degree of visibility in the community;
- Outstanding communication skills and ability to communicate police issues in layperson language; and
- Ability to advocate for Department and hold employees accountable.



Compensation

The beginning salary will be highly competitive and is open and negotiable depending on qualifications. A full array of excellent benefits is provided which includes a vehicle allowance. Reasonable and customary moving expenses will be provided.

To Apply:

Resumes will be accepted for this position until the position is filled. Please submit your resume, cover letter and current salary as soon as possible to:

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