

CITY OF CORAL SPRINGS, FLORIDA

Invites your interest in the position of:

POLICE CHIEF



**THE
NATION'S
PREMIER
COMMUNITY
TO LIVE,
WORK AND
RAISE A
FAMILY**

ABOUT CORAL SPRINGS

Coral Springs is located in South Florida within Broward County approximately 20 miles northwest of Fort Lauderdale. The City is adjacent to the Everglades on the west and is surrounded by other cities including Tamarac, Margate, Coconut Creek, and Parkland. A master-planned community, the City is 24 square miles and 99 percent of the land is developed. Families find Coral Springs appealing due to its family-oriented feel, local facilities and close proximity to Fort Lauderdale and Miami.

Once known as "the City in the Country," Coral Springs has become a premier South Florida community known for its abundant parks, quality schools, numerous athletic programs, and attractive neighborhoods.

Incorporated as a City in July 1963, during the 1980s Coral Springs was one of the fastest growing cities in the nation. Currently, more than 121,000 residents call the City home, making it the fifth largest city in Broward County and the 15th largest in the State of Florida. Coral Springs is made up of 49 percent residential properties, 8 percent commercial, 4 percent community facilities, 3 percent industrial, 8 percent waterways, 18 percent traffic circulation, 8 percent recreation and 1 percent for Downtown, which is currently being developed.

Education

School enrollment for 2010 in Coral Springs was 28,740, up from 25,139 in 1997. Twenty-six schools, public and charter, serve most of these students including fourteen elementary schools and seven middle schools and five high schools.

Employment

The largest employers in the City are: Coral Springs Medical Center (Broward Health), First Data, City of Coral Springs, Broward County Schools, KB Electronics, Advanced Cable Communications, Nordis Direct Marketing, ABB Concise and Shoreline Aerospace.

Entertainment

Coral Springs Museum of Art

The Museum of Art hosts changing exhibitions featuring artists from South Florida, as well as other national and international artists. Art camps and classes are also offered.

Coral Springs Center for the Arts

The Center for the Arts features a 1,500-seat theatre, a dance studio and meeting rooms. The Center offers a Broadway Series as well as comedy, concert and children's series.

Recreation

Coral Springs Gymnasium

The Coral Springs Gymnasium hosts recreation classes, open play hours, and major sporting events including the annual Kreul Classic High School Basketball Tournament, the Masters Basketball National Championships, the 2012 National High School Hockey tournament and other regional events.



Sportsplex at Coral Springs

The Sportsplex is adjacent to the Sawgrass Expressway between Sample Road and Royal Palm Boulevard and includes the Tennis Center of Coral Springs, Coral Springs Aquatic Complex, Saveology Iceplex, Dr. Steven G. Paul Dog Park, and the Sawgrass Nature Center.

Coral Springs Aquatic Complex

Located within the Sportsplex, this world-class facility is host to many swim and dive competitions as well as a teaching pool and an extensive Fitness Center. Many Olympic swimmers have blossomed out of this swimming program.

Tennis Center of Coral Springs

The Tennis Center features 12 lit Lee Red Fast Dry Hydrocourt Clay Courts, four hard-surfaced Decoturf Courts, clubhouse, and other amenities. Memberships, lessons and leagues are available.



Quick Facts:

The City has a AAA bond rating from all three major rating agencies on Wall Street.

There are 45,433 households in the City, including single-family/duplex and multi-family.

The City's median age is 36.5.

The City's median household income is \$65,348.

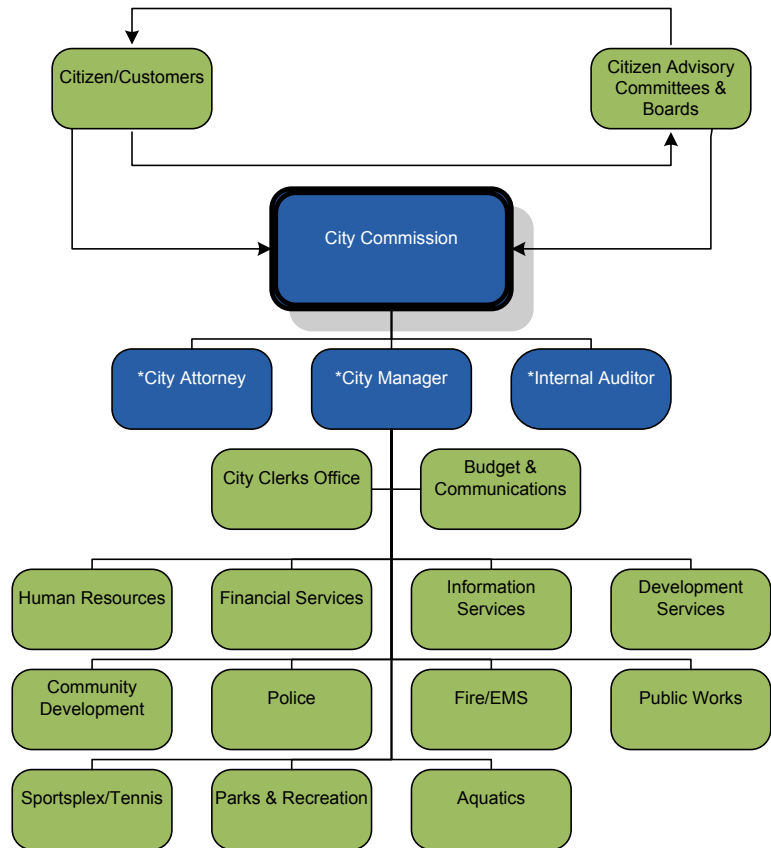
The City's racial background as of 2010 is 69.17 percent Caucasian, 23.5 percent Hispanic, 17.9 percent African American and 5.0 percent Asian.


THE CITY GOVERNMENT

Coral Springs is governed by a strong City Manager and five-member City Commission. The City Commission sets the policy for the City and the City Manager is responsible for overseeing the City's daily operations. Coral Springs is the first local government in the nation to receive the coveted Malcolm Baldrige National Quality Award, a Presidential honor that recognizes U.S. companies for organizational performance excellence. The City's commitment to quality and customer satisfaction runs deeper than just earning awards. In 1993, Coral Springs began using a business model that takes customer input and data analysis into consideration before mapping initiatives in its Strategic and Business Plans. The City develops process improvements while comparing results to Fortune 500 businesses and top local governments. The most important result of this system of governance is that Coral Springs residents and businesses have given the City government a 97% satisfaction rating in its bi-annual community survey. The system has also earned the City a variety of prestigious management recognitions including twice winning the Florida Governor's Sterling Award; designation by Money Magazine as one of the country's Best Places to Live; three years in a row by American Promise as one of the 100 Best Communities for Young People; the ICMA Center for Performance Measurement Certificate of Excellence; and CQ Press recognition for having the lowest crime rate in Florida for cities of over 100,000.

Coral Springs provides a full range of municipal services as authorized by its charter. These services include: public safety, streets, culture, education through its Charter School, recreation, public improvements, planning and zoning, water and sewer, and general administrative services.

City of Coral Springs Organization Chart



 * Charter Offices

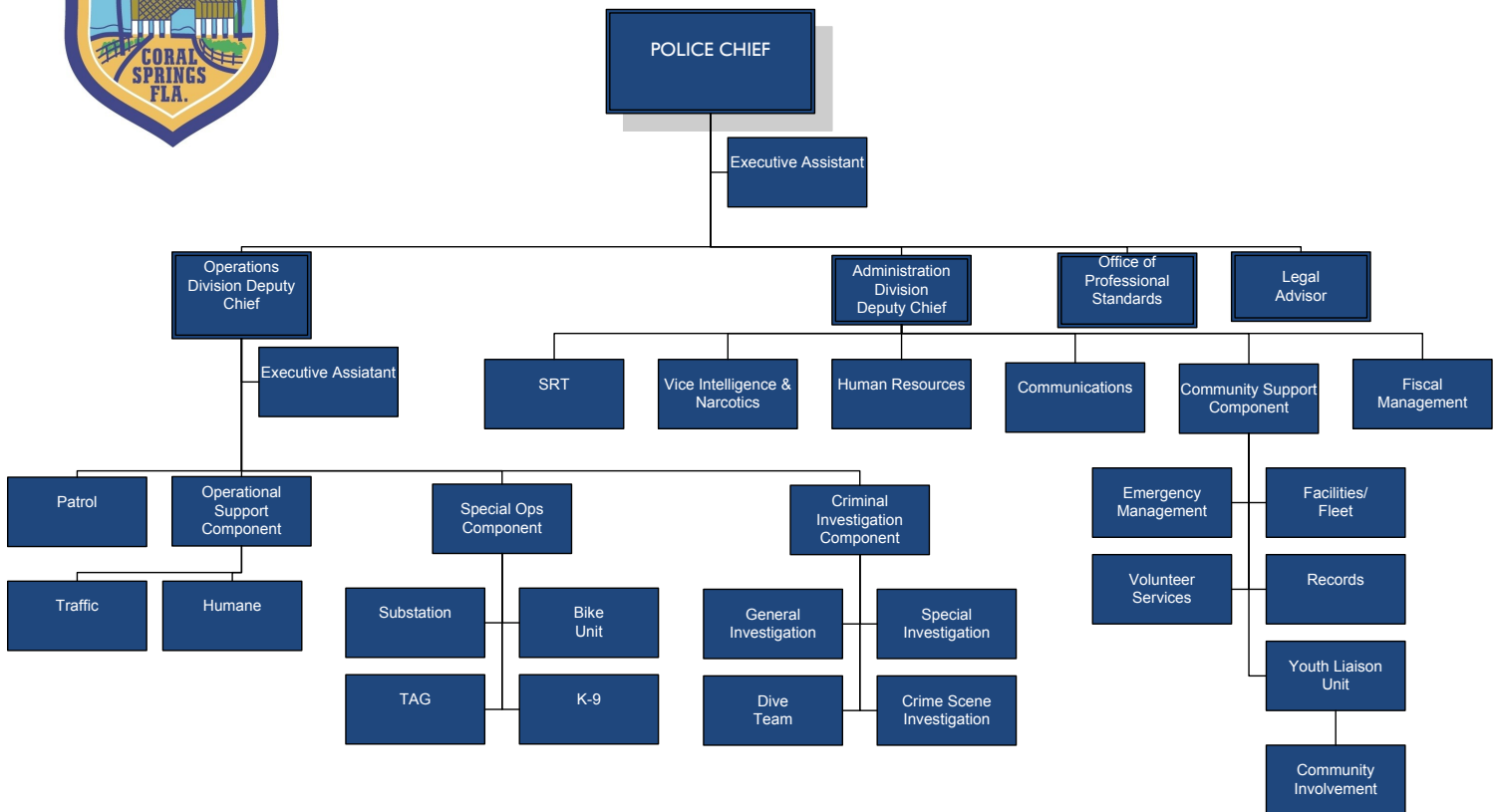
THE CORAL SPRINGS POLICE DEPARTMENT

The Coral Springs Police Department (CSPD) is a nationally recognized police department comprised of a diverse workforce of 202 sworn and 100 civilian employees. Since 1988, CSPD has been nationally accredited through the Commission on Accreditation for Law Enforcement Agencies (CALEA). It has now achieved CALEA's Flagship Accreditation. CSPD is also accredited at the state level through the Florida Commission for Law Enforcement Accreditation. Through a variety of problem solving initiatives including substations throughout the community, a wide variety of juvenile programs and a safe driving campaign, CSPD has proven its commitment to ensuring that Coral Springs continues to be a premier city. CSPD is headquartered in a beautiful state-of-the-art, newly renovated and expanded public safety building.

Non-management sworn CSPD employees are represented by FOP. Labor/management relationships have historically been positive and productive.



CITY OF CORAL SPRINGS POLICE DEPARTMENT



OPPORTUNITIES

Near Term

- Communication Platform Upgrade (911 Center)
- Pension Reform - union negotiations
- Ongoing typical staffing issues of recruitment/retention/retirements (turnover rate is low)

Ongoing/Future

- Commitment to and maintenance of CALEA and Florida State accreditation
- Will exceed departmental performance expectations in all areas including crime clearance rates, police response times, police overall quality ratings from residents (now 93%) and the percentage of customers who have contact with or know their neighborhood police officer
- Move forward as a top Police Department in region
- Continue to select/recruit most qualified college graduates
- Maintain professional respect of department (locally/nationally)

THE POSITION OF POLICE CHIEF

The Police Chief reports to the City Manager and is responsible for the overall management of CSPD. With the support of a dedicated Public Information Officer, the Chief serves as official spokesperson for CSPD, providing information to the news media and public as needed. The Chief's primary objective is to enforce and ensure the general welfare and safety of the lives and property of all residents, businesses and visitors of Coral Springs. Additionally, the Police Chief directly supervises the grants and accreditation processes, prepares and controls a (\$47M) departmental budget and jointly directs the coordination of natural disaster preparedness, homeland security and emergency response. In Coral Springs, the Police Chief has traditionally been provided considerable independent discretion and initiative.

Coral Springs has had only four police chiefs in its nearly fifty-year history. The current chief, Duncan Foster, has served as police Chief for six-years. He is retiring after twenty-five years of service to the City.

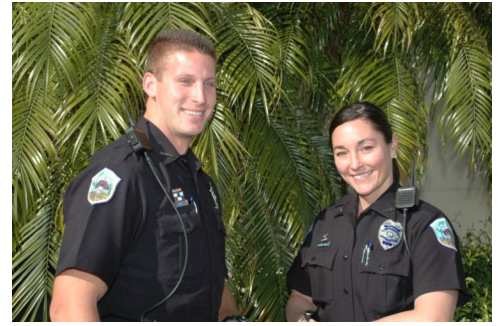
The Police Chief is a key member of City Manager's executive team. The City Manager described this team as a strong culture of equals who share a high level of mutual respect demonstrated by a strong commitment to communicating and collaborating.

JOB REQUIREMENTS

Minimum requirements include a Bachelor's Degree in Criminal Justice, Law Enforcement or related field (Master's Degree preferred) supplemented by more than ten (10) years progressively responsible supervisory/management experience in law enforcement; or an equivalent combination of education, training, and experience. Must possess certification as a sworn Police Officer in the State of Florida, or have the ability to obtain certification upon hiring, and possess and maintain a valid Florida Driver's License.

AWARDS AND RECOGNITIONS

2010	<i>SAFEST CITY IN FLORIDA FOR POPULATIONS GREATER THAN 70,000 BY CP PRESS</i>
2007	<i>FIRST STATE OR LOCAL GOVERNMENT TO RECEIVE THE MALCOLM BALDRIGE NATIONAL AWARD.</i>
2006 & 2007	<i>NAMED ONE OF THE 100 BEST COMMUNITIES FOR YOUNG PEOPLE BY AMERICAN PROMISE.</i>
2006 & 2010	<i>RANKED THE BEST PLACE TO LIVE IN FLORIDA BY CNN AND MONEY MAGAZINE.</i>
2004	<i>HONORED AS THE FIRST CITY OF EXCELLENCE BY THE FLORIDA LEAGUE OF CITIES.</i>
1997 & 2003	<i>FIRST TWO-TIME WINNER OF THE FLORIDA GOVERNOR'S STERLING AWARD FOR ORGANIZATIONAL PERFORMANCE EXCELLENCE.</i>
CURRENT	<i>EARNED WALL STREET'S HIGHEST DISTINCTION - THREE AAA CREDIT RATINGS.</i>



COMPENSATION AND HOW TO APPLY

The salary range for the position is \$107,000 - \$161,000 with the starting salary negotiable depending on the selected individual's qualifications and match with the desired attributes being sought by the City.

The City has an excellent benefit package that includes:

- Choice of City's 401K Management Plan or Police Pension;
- Choice of take home vehicle or \$5,000 annual auto allowance;
- Health insurance (HMO, PPO, or HRA)
- Paid time off program includes annual leave, holidays, personal days, sick leave, sick leave incentive, jury duty and funeral leave;
- Tuition reimbursement;
- Basic and state-mandated public safety life insurance;
- Long term disability insurance;
- Flexible Spending Accounts,
- ICMA deferred compensation plan (457)
- Optional life Insurance;
- The City will pay reasonable and customary relocation expenses.



This position will remain open until January 23, 2012. To be considered, please send your resume and cover letter with salary history to:

Mr. Robert Slavin
 President
 Slavin Management Consultants
 3040 Holcomb Bridge Road, Suite A-1
 Norcross, Georgia 30071
 770-449-4656 (phone)
 770-416-0848 (fax)
slavin@bellsouth.net
www.slavinweb.com



The CITY OF CORAL SPRINGS is committed to the concept of EEO as a fundamental element of the City's employment principles. Notice is hereby given to eligible veterans and spouses of totally and permanently disabled veterans or spouses of Missing In Action persons that preference in employment, if claimed by applicants, will be given. All applicants, including employees who are being considered for promotional and transfer positions, may be required to undergo drug testing. Failure to undergo or pass a drug test in accordance with the minimum standards as detailed in Section 440.101, Florida Statute, will eliminate your application from further consideration for any position. If you become employed, you may be required to submit to drug testing, including reasonable suspicion and post-accident drug testing. Your refusal to take a requested drug test or failure to pass will result in termination of employment. The City of Coral Springs offers a smoke and drug-free environment.