



PROFILE OF THE CITY

Fort Myers is located on the lower west coast of Florida, midway between Tampa and Miami and has a current population of approximately 69,413 residents. The City encompasses 48.82 total square miles, including waterways, and is bordered to the north and west by the Caloosahatchee River which is part of the intercoastal waterway connecting the Atlantic Ocean and the Gulf of Mexico.

The original town site of Fort Myers consisting of 139.45 acres was platted by Major James Evans of Nonsemond County, Virginia in the early fall of 1876 shortly after he acquired title to the fort site from the Federal government. The actual survey was made by Julian Arista, Deputy Surveyor of Monroe County, in which Fort Myers was then located. The plat was recorded in Key West in December 1876.

OUTSTANDING OPPORTUNITY TO SERVE

THE CITIZENS OF

FORT MYERS, FLORIDA

AS THEIR NEXT

CHIEF OF POLICE



Much of the land in the original town was deeded by Evans to pioneers who had settled there and the streets were laid out to connect with the property they were occupying. This explains the irregularity of the street plan that has caused surveyors trouble ever since.

Not more than ten families lived in Fort Myers at the time the town plat was recorded. Fort Myers was a frontier cow town in every meaning of the term. The number of inhabitants slowly increased by the mid-1880s. By then, approximately 50 families were living within the town limits which had been expanded to take in a subdivision opened by Major Evans. The need for public improvements and better law enforcement led the residents to incorporate the settlement as a town. This was done at a meeting of 45 electors on August 12, 1885. Town officials were chosen at the same meeting.

The City of Fort Myers is part of the Fort Myers-Cape Coral Metropolitan Statistical Area (MSA) which includes all of Lee County. The general concept of a metropolitan statistical area is one of a large population nucleus, together with adjacent communities that have a high degree of economic and social integration within that nucleus. Fort Myers is the cultural and trade center for Lee County and the surrounding area. Commercial fishing in Lee County is a year-round operation with shrimp fleets making their homeports in Fort Myers and Fort Myers Beach. For recreation, the Thomas Edison and Henry Ford Winter Estates offer tours of their exhibits including a museum, botanical gardens and research laboratory. The Barbara B. Mann Performing Arts Hall, located on the campus of Edison State College, operates year round and provides opportunities to see traveling artist and Broadway productions. A state-of-the-art Spring training ballpark and player development complex became the new home to the Boston Red Sox in 2012.

Prior to the great recession, Fort Myers experienced rapid growth with strong residential appreciation and commercial construction. The effects of the great recession, which began in December 2007, caused the City to lose \$3.0 billion, or 42 percent of its tax base between the fiscal years of 2009 and 2013. However, the Lee County Property Appraiser's report of certified taxable values released on July 1, 2014 indicated an overall increase in valuation of 9.2 percent, adding \$386,332,396 to the City's tax base from \$4,200,257,846 to \$4,586,590,242. New construction contributed \$151,977,621, or 3.6 percent, to the increase along with existing property values increasing 5.6 percent. The increases support the nationwide trends of a recovering real estate market.

Improvements in the national economy and the housing markets are important factors to Southwest Florida since they impact the timing and level of households moving to the region. Due to the City's desirable location near the Gulf of Mexico and speculative construction, the City's population grew 13 percent to 68,819 in



City of Fort Myers Selected Demographic Information	
Racial Makeup	
White (Non-Hispanic or Latino)	44.6%
Black or African American	32.3%
Hispanic or Latino	20.0%
All Other Races	3.1%
Gender and Age Makeup	
Males	50.1%
Females	49.9%
Under 18 years	22.7%
Over 18 years	77.3%
Under 5 years	7.3%
65 years and older	14.4%
Educational Levels	
High School Grad or Higher	80.2%
Bachelor's Degree or Higher	23.9%
Personal Income	
Median Household Income	\$37,360
Persons in Poverty	27.7%
Note: Statistical information was retrieved from the 2010 Census data and the United States Department of Labor.	

2009 compared to 61,412 in 2005. Consistent with national and statewide trends, local economic conditions weakened considerably as the City experienced the effects of the economic downturn and the City's population deteriorated to 62,298 in 2010. Solid job growth, declining unemployment and stronger consumer confidence augment the recent increase in the City's population, currently at a peak of 69,413 for 2014. While this increase is not as rapid as past years, the City is growing quickly. In fact, from 2010 to 2014 the City grew 11.4 percent compared to a national average of 3.1 percent.

Rapid population growth means a high share of the economy is related to construction, and that means the economy is very sensitive to declines in population growth. After reaching a high of 11.2 percent in September 2010, the City's unemployment rate as of September 2014 was 5.7 percent compared to 5.9 percent nationally. The housing market continues its resurgence and the construction industry is expected to create more jobs than any other industry. Despite the massive numbers of foreclosure homes for sale, builders managed to find increasing numbers of buyers and activity for new housing. For regional employment markets, the Florida TaxWatch Economic Preview for January 2015 reported that the Fort Myers-Cape Coral MSA was expected to have the most vibrant employment market in the first quarter of 2015, in comparison to 99 other MSAs across the nation.

During the past ten years, the City's expenditures related to public safety experienced the greatest increase, not only in amount but also as a percentage of total expenditures in governmental funds (currently 51.2 percent, reflecting a ten-year increase of 20.4 percent). A major contributor to this increase is the salaries and benefits for police and firefighters escalating at a faster rate than for the City's general employees. The City successfully negotiated pension reform packages with the three City Pension Plan boards in the past two years, and the fiscal year 2015 budget incorporates Police pension reform savings of \$800,000.

During the same ten-year period, taxes related to governmental funds increased not only in amount but also as a percentage of total revenues in governmental funds (currently 64.7 percent, reflecting a ten-year increase of 16.8 percent). While the City recognized increases in taxable value as a result of expansion and redevelopment efforts within the City, the decline in valuation during the great recession impacted the City's available resources as the City adjusted its millage rate to supplement decreases in other revenue sources such as grants, which declined 11.4 percent over the last ten years as a percentage of total revenues in governmental funds.

THE FORT MYERS MUNICIPAL GOVERNMENT

The City of Fort Myers operates under a council-manager form of government. The Council consists of a Mayor elected at-large and six council members elected by wards. All serve staggered, four-year terms and elections are held in November of odd numbered years.

Currently, Fort Myers City Council Members are bright and dedicated to doing what is best for the community. They are collegial and have a great deal of respect for the abilities of City staff. The Council appoints two officials: the City Manager and the City Attorney.

The City provides traditional municipal services including Community Re-development, Engineering, Fire, Parks, Police, Recreation, Solid Waste, Streets and Utilities (water & wastewater). It also operates a cemetery, an event center, museum, children's science museum, and municipal marina.

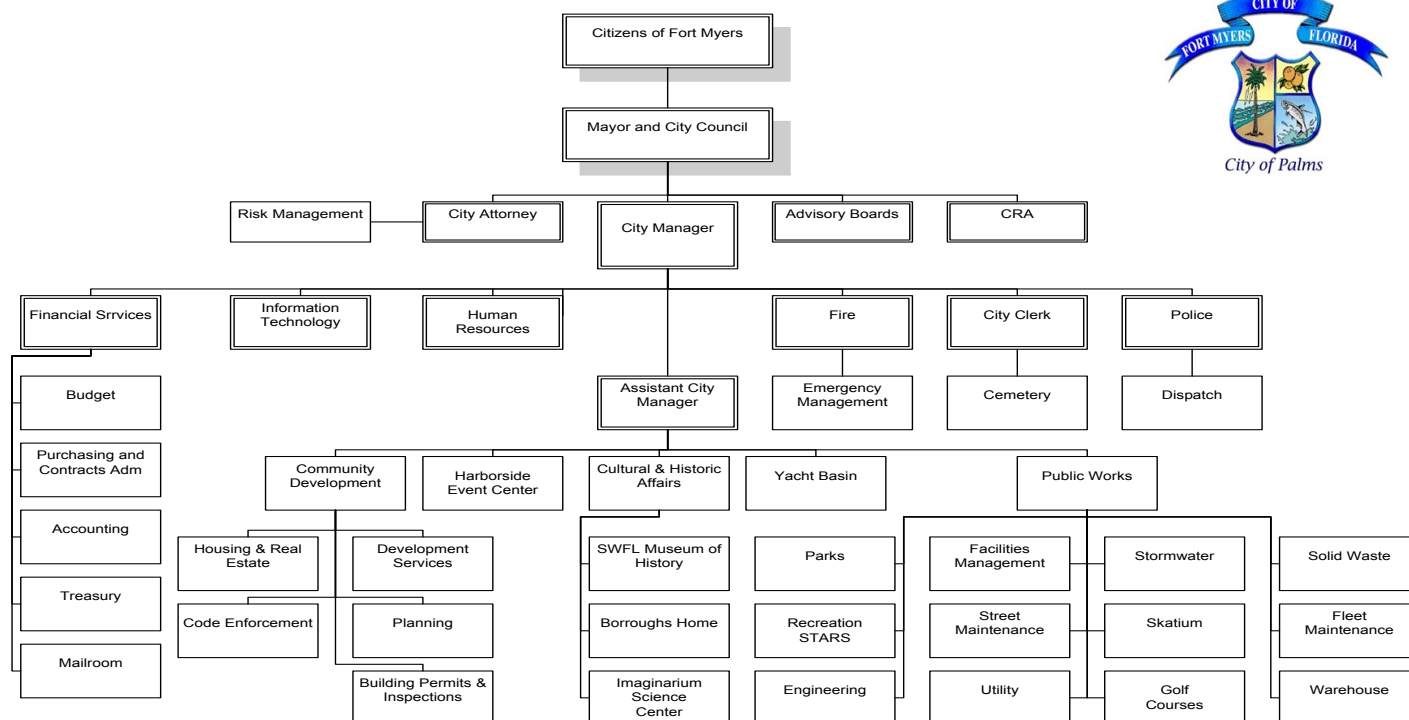
Fort Myers is a full service City with a staff of approximately 918 full-time employees and 92 part time employees. The City's general fund budget is more than \$94 million. Its total budget is more than \$298 million.

Additional information about Fort Myers is available at:

www.cityftmyers.com



City of Fort Myers Organizational Chart



ABOUT THE FORT MYERS POLICE DEPARTMENT

The City of Fort Myers Police Department is a professional organization with 185 sworn officers and 77 civilian employees. The Department's FY 2016 budget is approximately \$38.5 million. The Chief of Police reports directly to the City Manager and is responsible for the overall management of the City's Police Department. These responsibilities include developing the Department's vision and direction by establishing priorities, goals and objectives to meet the needs of the community, establishing effective community relations programs that provide education and assistance, and the development of an effective law enforcement service through modern law enforcement policing procedures.

Accreditation

The Fort Myers Police Department was awarded the Commission on Accreditation for Law Enforcement Agencies (C.A.L.E.A.) accreditation in 2011. The award was the result of years of intense work researching and revising Department policies and procedures to ensure compliance with the best-practice standards. In 2014, the Department had a second on-site assessment and was

FORT MYERS POLICE DEPARTMENT

Purpose:

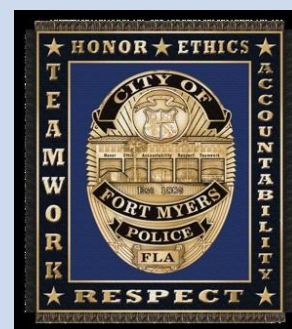
Exceptional public safety and service through quality partnerships

Mission

- Recruit highly engaged personnel
- Improved customer satisfaction
- Increased presence *in* community based programs
- Reduction of violent crimes in the city.

Values — (This is actually on our patrol vehicles) spells HEART

- **Honor:** One's word is given as a guarantee
- **Ethics:** The greater good to the greatest number, through professional and moral conduct
- **Accountability:** An obligation and willingness to accept responsibility for one's actions
- **Respect:** Willingness to show consideration or appreciation to all
- **Teamwork:** A cooperative effort by a group of persons acting together in the interests of a common cause.



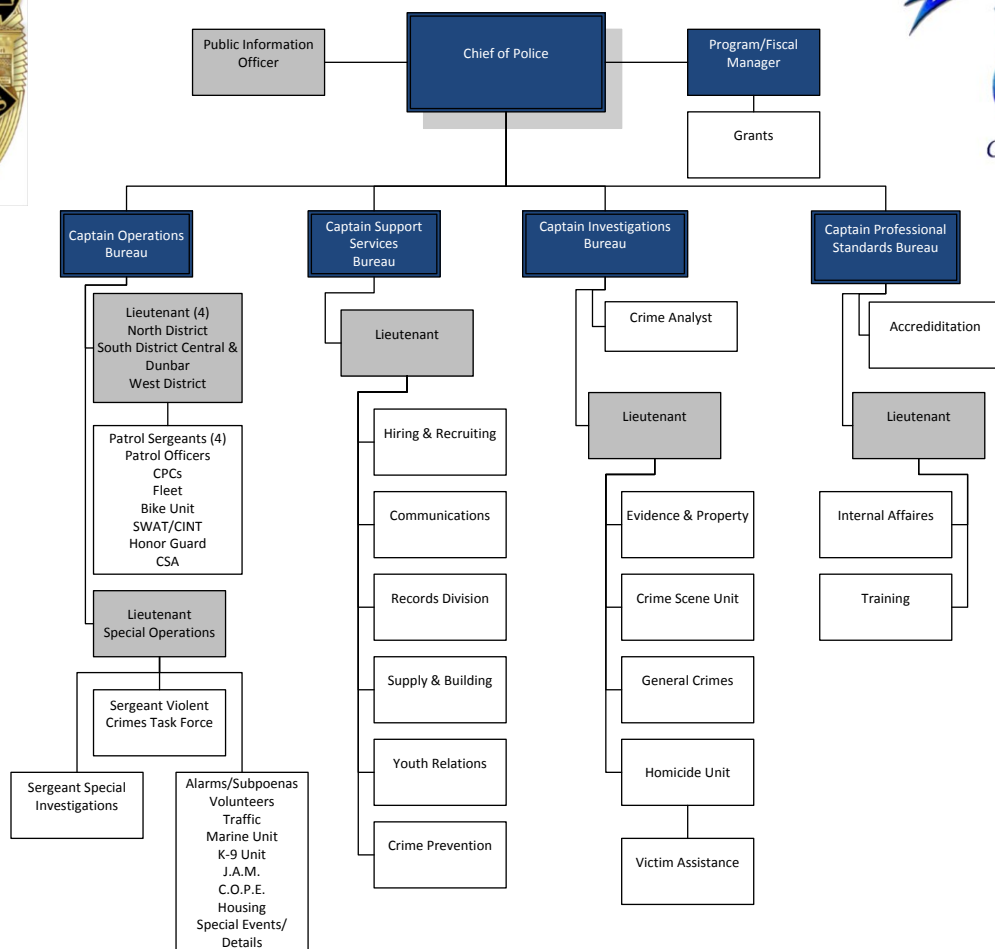
awarded reaccreditation.

In 2012, the Police Department also earned accreditation from the C.F.A. (Commission for Florida Law Enforcement Accreditation, Inc). This is a prestigious honor as only 152 agencies in the State of Florida have earned this designation. In 2015, the Police Department earned reaccreditation after a second successful on-site assessment.



Fort Myers Police Department

Organizational Chart



Crime Trend Data

The following information is related to "Part 1" U.C. R. Crime. U.C. R. or Uniform Crime Report Program collects statistical information on crime. "Part 1" Crimes include Murder, Manslaughter, Forcible Sex Offences, Robbery, Aggravated Assault, Burglary, Auto Theft and Larceny-Theft.

Fort Myers Crime Comparison	2010	2011	2012	2013	2014	2015
	Est. Pop. 62,298	Est. Pop. 63,266	Est. Pop. 66,835	Est. Pop. 67,081	Est. Pop. 69,413	Est. Pop. 72,395
UCR Part 1 Crimes	3,397	3,788	3,100	3,031	2,945	2,952
Violent Crimes	698	770	754	752	769	744
Non-Violent Crimes	2,699	3,018	2,346	2,279	2,176	2,208
Calls for Service	197,957	191,549	205,360	205,422	192,609	195,274
# of Sworn Officers	176	175	175	175	175	176

OPPORTUNITIES, ISSUES AND CHALLENGES (Not Prioritized)

- ◆ The perception that police treatment is unequal in different sections of the City.
- ◆ The City's crime rate is low; the clearance rate is about 30%; however, the number of calls for service per officer is high and human and fiscal resources are tight.
- ◆ The Department's executive management team is highly capable and well regarded.
- ◆ The new Chief must provide his or her strong personal commitment and energy to ensuring that the Department fully reflects the diversity of the City, understands cultural uniqueness and cherishes the richness of a diverse community.
- ◆ Finding new and innovative methods in the face of increasing demands for service and diminishing resources.
- ◆ Evaluate all FMPD resources: human, financial, programs and equipment; ensure that they are being deployed effectively and efficiently.
- ◆ The Police Department needs to continue to improve the Department's hiring and promotional efforts so that the workforce truly reflects the demographics of the community it serves.
- ◆ FMPD needs to be more proactive, open and forthcoming and less defensive in communicating with the public.
- ◆ FMPD should reinforce its reputation for being a model Department.

JOB SUMMARY AND QUALIFICATIONS

The Fort Myers Chief of Police is appointed by and serves at the pleasure of the City Manager. He or she is responsible for the proper management of all aspects of FMPD. The Chief serves as official spokesperson for FMPD, providing information to the news media and public as needed. The Chief's objective is to enforce and ensure the general welfare and safety of the lives and property of all Fort Myers residents, visitors and business personnel. In Fort Myers, the Police Chief has traditionally been provided considerable independent discretion and initiative.

Qualifications:

The City is looking for a candidate with a proven track record as a government law enforcement manager. The new Police Chief shall maintain the highest level of ethics, integrity, accountability, and honor. The selected candidate must be an effective leader with outstanding interpersonal skills, have a talent for communications at all levels of the organization, possess strong management skills, and have demonstrated organizational skills. The new Chief must have demonstrated, through experience, the ability to successfully direct, manage, and affect confidence in Police Department personnel thereby enabling them to effectively reduce crime and build community relations throughout the City. The new Chief will know, understand and be experienced in modern policing skills including community-oriented policing. He or she will have demonstrated success with programs that address the reduction of criminal activity.

Requirements include but are not limited to Bachelor's degree in Criminal Justice Administration or Public Administration or related field and eight years' command level experience in law enforcement or related work; or equivalent combination of education and experience. Must possess a valid Florida Driver's License with an acceptable driving record and meet requirements of State Police Minimum Standards as authorized in F.S. 943.13. Prefer graduation from the FBI National Academy



(FBI), the Southern Police Institute (SPI) or the Northwestern University Center for Public Safety (NUCPS). Competitive salary with excellent benefits, with beginning salary negotiable depending on qualifications (DOQ).

This position will be open until filled. To apply, please submit your resume and cover letter without delay to:



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Phone: (770) 449-4656

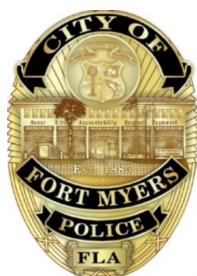
Fax: (770) 416-0848

E-mail: slavin@bellsouth.net

Web site: www.slavinweb.com



Note: Under Florida Law, resumes are public documents and will be provided to the media upon request. Please call prior to submitting your resume if confidentiality is important to you.



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