

City of Fort Worth, Texas

Invites Qualified Candidates to Apply for



POLICE CHIEF



ABOUT FORT WORTH – Fort Worth, the fastest growing large U.S. city last decade, anchors the west end of the Dallas-Fort Worth Metroplex. With a current population of nearly 800,000 citizens, Fort Worth plays a major role in the continued economic success of the dynamic Dallas-Fort Worth Metroplex, whose population is approaching 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 Metroplex's future.

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.

During the past 15 years the population of Fort Worth has grown from 534,694 to 792,727 and the total square miles have grown from 308 to 352. Fort Worth continues to be recognized as a fast-growing, attractive city with many amenities.

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.



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Fort Worth is currently ranked as one of the nation's top 10 most livable cities by Partners for Livable Communities, which noted the community's aggressive, forward-thinking actions and modern amenities that make it a prime location to work, live, and grow a business.

Fort Worth is the top Texas city for job growth and No. 4 in the U.S., according to NewGeography.com in 2013.

Additional information about Fort Worth can be found at: www.fortworthtexas.gov

LOCATION

Fort Worth, seat of Tarrant County, is primarily located in Tarrant County but also extends into Denton, Wise, Johnson and Parker 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.

For the third time in half a century, Fort Worth was named one of the National Civic League's All-America Cities in 2011. Fort Worth also won this coveted award in 1964 and 1993.

EDUCATION

There are nine school districts that encompass or touch Fort Worth, with Fort Worth Independent School District being the largest. The District operates on the 5-3-4 plan in which the 83 elementary schools teach grades 1-5, the 28 middle schools and sixth-grade centers teach grades 6-8, and the 14 senior high schools teach grades 9-12. The District also has 17 special campuses. The Fort Worth School District employs 5,217 classroom teachers (full-time equivalents) to instruct over 84,000 students. Special education programs are provided for the blind, handicapped, mentally disabled, brain-injured, emotionally disturbed, and those who require speech and hearing therapy in 10 special schools. Vocational training is provided at the secondary level for the educable mentally disabled. Bilingual programs are also offered at the primary and secondary level.

Tarrant County has 21 college and university campuses with an enrollment of more than 100,000 students in both undergraduate and graduate programs. Some of the more notable colleges include Texas Christian University (TCU), Texas A&M University School of Law, University of Texas-Arlington, University of North Texas Health Science Center, Southwestern Baptist Theological Seminary, Tarleton State University-Fort Worth, Texas Wesleyan University, and several campuses of Tarrant County College.



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 approximately 39 hospitals with nearly 5,000 beds and more than 348 bassinets, one children's hospital licensed for 457 beds, four public hospitals, 71 nursing homes, the Tarrant County Public Health Center, Cancer Clinic, Carter BloodCare, and the University of North Texas Health Science Center.

TRANSPORTATION

Air – The Dallas/Fort Worth International Airport (DFW) is the third busiest airport in the world in terms of operations and ranks sixth in the world based on passengers. DFW 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.

CULTURE, ARTS and TOURISM

The Fort Worth Public Library system consists of a Central Library, 13 branch libraries, and two satellite libraries located in public housing developments. Additionally, the City has inter-local agreements with six surrounding communities to share library resources and services. The Central Library, open 52 hours and seven days a week, is the flagship of the system. Branches operate 40 hours per week including Saturdays.

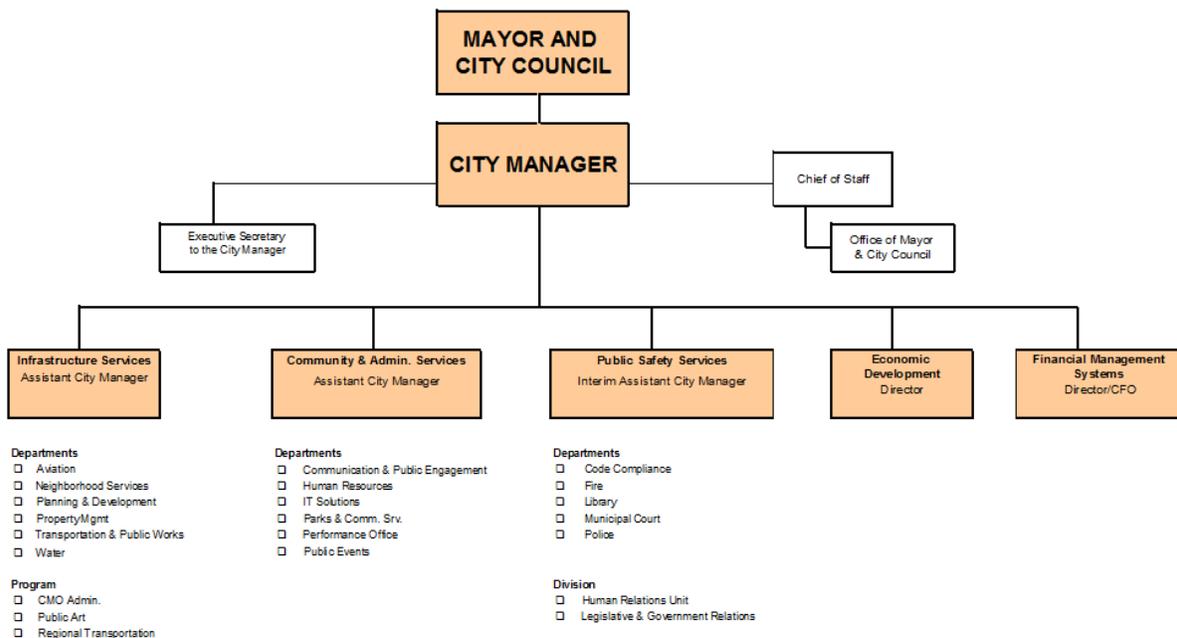
More than 6.5 million people visit Fort Worth each year for business and leisure, generating a \$1.6 billion economic impact. Tourist attractions include the Fort Worth Stockyards National Historic District, the Texas Motor Speedway, and the Fort Worth Zoo. The Fort Worth Convention Center offers exhibit and meeting space in excess of 185,000 square feet including a 14,000-seat arena. The city has seen significant growth in the number of visitors from within the region and from other nations through DFW International Airport. Attendance at conventions has increased more than 120 percent in the past five years. In addition to conventions, visitors are drawn to Fort Worth by authentic experiences, western heritage, and quality of life and culture. The Stockyards features the Fort Worth Herd, the world’s only twice-daily cattle drive.

The Nancy Lee and Perry R. Bass Performance Hall, recognized as one of the best performance halls in the world, is a state-of-the-art \$70 million facility funded entirely by private donations. 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 Art Museum. Finally, the Will Rogers Memorial Center is located in the heart of Fort Worth’s Cultural District and includes the Will Rogers Coliseum Auditorium, the new Multi-Purpose Equestrian Center, and the Amon G. Carter Jr. Exhibits Building.

THE CITY GOVERNMENT – Fort Worth is a charter city that 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 for two-year terms. 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, and Municipal Court Judges. The City has a budget of approximately \$1.5 billion and 6,400 FTEs.

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. The City's core values are: Exceptional Customer Service, Accountability, Ethical Behavior, Diversity, Mutual Respect and Continuous Improvement.

FORT WORTH CITY MANAGER’S OFFICE ORGANIZATIONAL CHART

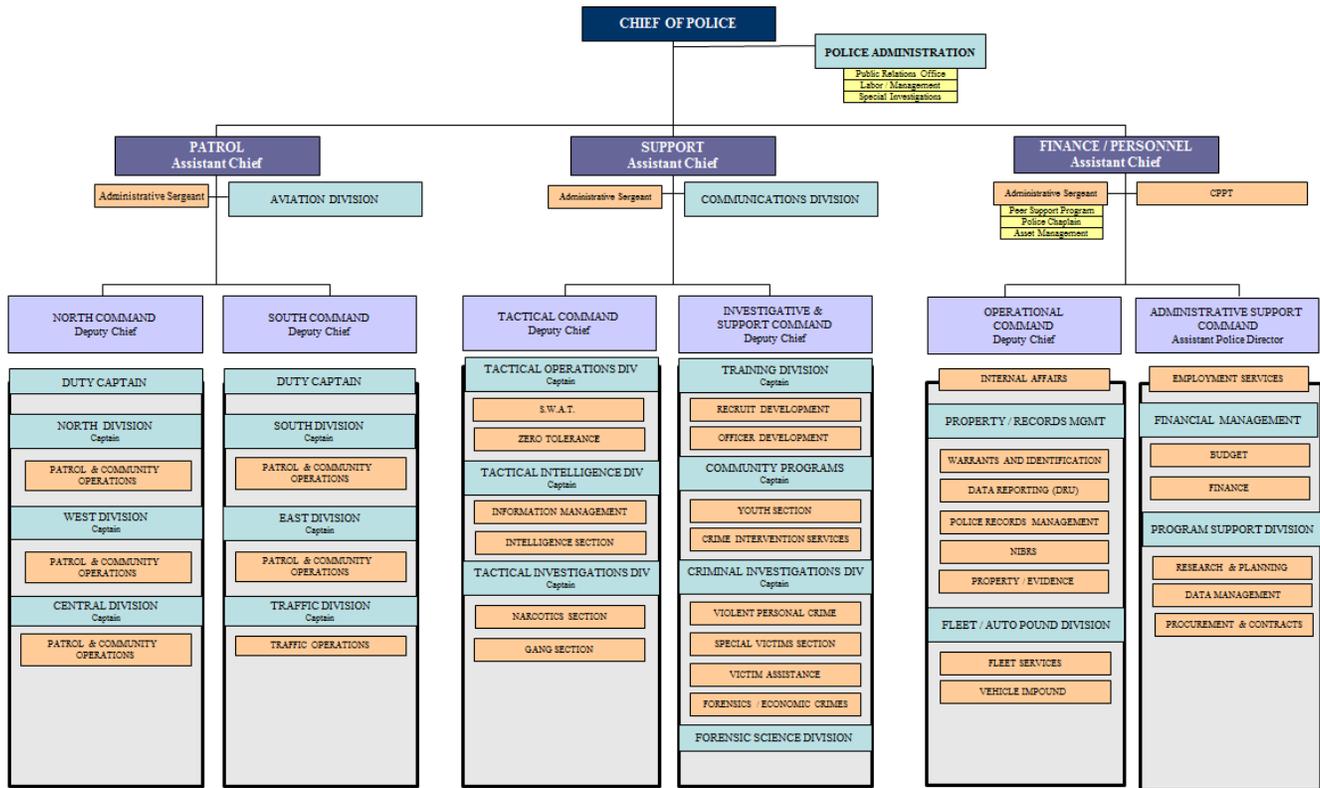


THE POLICE DEPARTMENT-The following is a general summary of facts regarding the Fort Worth Police Department (FWPD).

Annual budget of \$269.4million and 2,016 FTE's

In 1995 voters established a Crime Control Prevention District (CCPD), which provides a 1/2-cent sales tax specifically for Police purposes. CCPD funds a variety of programs, facilities, and equipment. The district was renewed by voters in 2000,2005,2009,and most recently in 2014.

There are five PatrolDivisions, each with its own headquarters in addition to several storefront stations.



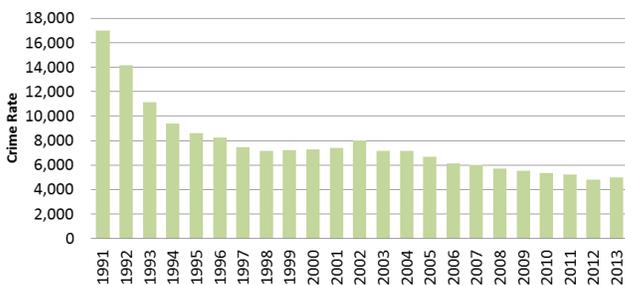
COMMUNITY POLICING

The FWPD has an unparalleled commitment to community policing. The following is a summary of the current community policing programs in place.

- A Neighborhood Police Officer (NPO) is assigned to each of the Department's 85 beats. The NPO program has been a tremendous source of communication between the FWPD and the general public.
- FWPD has established a unique alliance with several faith-based organizations in the community.
- Citizens on Patrol (Code Blue)-there are approximately 750 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 (CERT) staffed by volunteers, victims assistance program, and a sex offender monitoring program.



Part 1 Crimes, per 100,000 Population, 1991-2013



FWPD receives widespread community support in large part due to the many collaborative partnerships initiated by the Police Department over the last 25 years. These partnerships have leveraged additional resources that have contributed to a **71 percent reduction** in Part 1 crimes per capita from 1991 – 2013.

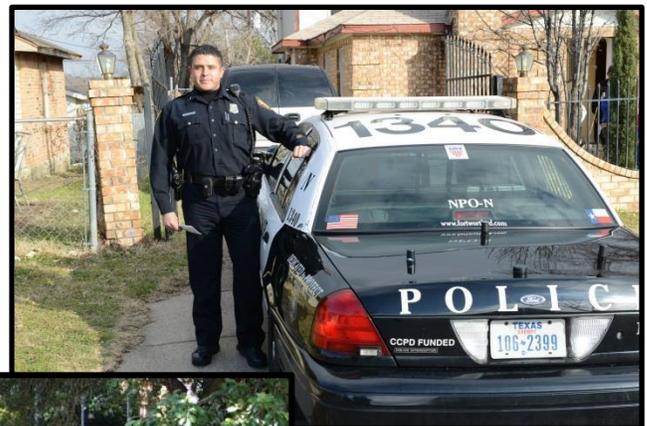
Fort Worth was selected to be one of six pilot communities to be included in *The National Initiative for Building Community Trust and Justice* which is a new initiative designed to strengthen the relationship between law enforcement and the communities they serve. This new initiative will explore, advance, and disseminate information about strategies intended to enhance procedural justice, reduce implicit bias, and support racial reconciliation.

Fort Worth has had three Police Chiefs in the last 30 years with the most recent Chief having retired after six years in the position. The FWPD prides itself on innovations such as beginning the use of body cameras several years ago. Today approximately one-third of the sworn personnel have body cameras. Another innovation is the state-of-the-art Police/Fire Training Facility and Police Headquarters complex that will open in June 2015.

Under Texas law, municipal employees cannot strike, be forced to join a union, pay dues for union membership, or collectively bargain for wages, hours, or working conditions; however, they may form associations for the presentation of grievances. State law also allows for local referenda on collective bargaining for police and firefighters. In 2008, Fort Worth voters adopted a referendum approving a "meet and confer" arrangement with sworn Police personnel. The Police Officers Association (POA) has been chosen by sworn Police to represent them in these negotiations.

ISSUES AND OPPORTUNITIES – The following is a summary of the issues and opportunities to be managed by Fort Worth's next Police Chief.

- One of the City Council’s strategic goals is to “Make Fort Worth the Nation's Safest Major City.” In that context the Police Department’s last strategic plan was developed in 2009 and needs to be updated to consider a staffing study report recently completed by the Police Executive Research Forum (PERF) as well as other external and internal factors that have changed since 2009.
- FWPD’s community policing and crime prevention programs remain a high priority. The citizens-police relationship is important and the next Chief will be involved in identifying strategies to make these programs even more effective.
- The relationship between Police management and the POA has evolved positively since voters approved the meet and confer process in 2008. Collaboration on operational issues such as implementing body cameras and developing a disciplinary matrix has occurred to the benefit of both parties.
- The next Police Chief will be charged with ensuring an inclusive environment exists that recognizes and demonstrates the value and contribution of all genders, ethnicities, races, and sexual preferences within the department and groups/associations that may represent their perspectives.
- FWPD contracts for jail services with the City of Mansfield Law Enforcement Center. Some indicate this may not be the best option for the City of Fort Worth. Other possible options include contracting with Tarrant County or constructing and operating the City of Fort Worth’s own jail facility.
- FWPD needs to respond to the rapid growth Fort Worth continues to experience by providing effective Police services to all areas of the community. This is especially a challenge in the recently growing areas in the northern part of the community where current response times are less than desired. To that end, the Police Chief will oversee the creation of a Division Six Patrol district. A Division Six Patrol headquarters facility is presently being planned.
- The City is committed to improving its fiscal management performance and transparency on spending of public dollars and the FWPD will need to be a leader in that effort.
- Like many US communities, Fort Worth is becoming increasingly diverse. The City of Fort Worth is committed to a policy of diversity and inclusiveness when it comes to working with the community. The Police Chief needs to share this commitment and have a track record that supports this commitment.



JOB REQUIREMENTS –

Experience and Training Guidelines

Any combination of experience, education, and training that provides the required knowledge is qualifying. A typical way to obtain the knowledge and abilities would be: 1) 12 years of increasingly responsible experience in police work including 4 years of management and supervisory experience at a level no less than two ranks below the Police Chief; 2) Bachelor's degree from an accredited college or university with major course work in police science, criminal justice, public administration, or closely related field with Master's degree in related field preferred; and 3) be technically current, 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 for Fort Worth's next Police Chief:

- Positive track record in crime prevention and all law enforcement functions;
- Law enforcement experience serving diverse and rapidly growing community with urban public safety issues comparable to Fort Worth;
- Approachable, honest communicator with high integrity;
- Someone who embraces community policing philosophy and has experience initiating and overseeing community policing and crime prevention programs;
- Strategic, innovative thinker with good financial management skills and business acumen;
- Positive track record dealing with diversity issues;
- Servant leader who authentically puts others' needs ahead of their own and believes in open, transparent local government;
- Charismatic with command presence and superior public speaking skills;
- Visibility in community to continue Department's excellent rapport and trust with community partners and general public;
- Supportive of the many residents who volunteer their time to the Department in programs such as Code Blue, MAC, CAPA, and CERT;
- Effective history of working with police unions a plus;
- Leader in field nationally who participates in public safety professional associations and is knowledgeable about law enforcement trends;
- Holistic approach to crime prevention including involvement of Fire, Code Compliance, Parks and Community Services, Neighborhood Services, etc. in devising and implementing crime prevention and neighborhood improvement strategies; collaborative team player;
- Supportive of using technology to enhance Police services; and
- Bilingual language skills a plus.

To Apply:

The position, which is open until filled, offers a competitive compensation package. Please send your resume and cover letter with current salary to pwconsulting@cox.net. The first review of resumes will occur on April 20, 2015. For additional information about this job, please contact:

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AN EQUAL OPPORTUNITY RECRUITER/EMPLOYER