THE CITY OF GARLAND, TEXAS, SEEKS A

CHIEF of Police

Executive Career Opportunity

Careers.GarlandTX.gov
The Community
The City of Garland is a dynamic and diverse community with a broad economic base consisting of industrial, manufacturing, retail and commercial services. Garland’s brand, which features a stylized Firewheel wildflower signifies forward motion, energy and power. The branding slogan, “Texas Made Here,” emphasizes that Garland is where things are made – the opportunities, careers and products that make Garland home. Garland is located in the northeast quadrant of Dallas County, 15 miles northeast of downtown Dallas. From its beginnings in the 1880s as the communities of Embree and Duck Creek, Garland has grown to encompass an area of 57 square miles with a population of approximately 238,000. It is the 3rd largest city in Dallas County and the 13th largest city in Texas. Garland is an attractive and exciting place to call home. It is known for its safe, affordable family environment, as well as its strong industrial base. The City of Garland has received national recognition as one of the top 10 safest cities with over 200,000 people by Law Street Media. Major employers include General Dynamics, Kraft Heinz, U.S. Food Service, Andersen Windows, and Sherwin-Williams/Valspar. Numerous companies are Headquartered in Garland such as Epiroc Drilling Solutions, Garrett Metal Detectors, Hatco (Resistol), and Nutribiotech USA. Firewheel Town Center, adjacent to the President George Bush Turnpike in the northern portion of the City, is home to 125 retail stores and contains more than one million square feet of retail and office space. Bass Pro Shops is located along Interstate 30 in the southern portion, along with a new conference hotel and a compelling collection of restaurants and shops.

Sixth Hardest Working City in America
Nerdwallet.com

Sixth Best City for Working Parents
Business Insider

Safest Big City in the US
Cities Journal

Second Most Affordable City to Buy a Home
Area Vibes

Fifth Most Diverse Neighborhoods in America
Five-Thirty-Eight
Garland enjoys a unique combination of a small town atmosphere and the excitement and amenities of a large metropolitan area. It is conveniently located within the Dallas-Fort Worth Metroplex area. Residents enjoy all of the benefits of an active metropolitan environment, including access to world-class cultural amenities and sporting events featuring teams in all major intercollegiate and professional sports. Garland has become an important destination on the Dallas Area Rapid Transit (DART) “Blue Line”, which provides light rail service to downtown Dallas through two Garland stations. Additions within walking distance of the downtown Garland DART station include retail and residential developments and a new multi-use building of the Dallas County Community College District. Redevelopment in the downtown area continues, and includes an extensive exterior renovation of Garland’s City Hall. In the downtown area, Granville Arts Center and the Plaza Theater host a wide variety of concerts, plays, and musical performances. Garland’s Historic Downtown Square, only a few steps away, has been honored as one of the top ten districts of its kind in the State of Texas. Garland is adjacent to Lake Ray Hubbard, a major recreational lake noted for fishing and boating. Garland’s park system includes more than 2,500 acres of developed parkland, as well as a family-friendly wave pool and two of the top public golf courses in Texas. Garland’s three public school districts, the Garland Independent School District, Richardson Independent School District and Mesquite Independent School District, are known for the high quality of education they offer. Garland residents have the opportunity to pursue secondary education at several colleges and universities located within a comfortable driving distance, including the University of Texas at Dallas, the University of Texas at Arlington, Southern Methodist University, Texas Woman’s University and the University of North Texas.
City staff includes more than 2,000 employees and is comprised of more than 40 departments.

**Governance and Organization**

In 1951, Garland voters adopted a home rule charter that established the council-manager form of government under which the City of Garland presently operates. The eight members of the city council are elected from single-member districts. The mayor is elected at-large. By city charter, the city manager, city attorney, city auditor, city secretary, and municipal judges are appointed by the city council. The city manager is responsible to the city council and oversees the day-to-day operations of the City. The executive structure of the City includes the city manager, deputy city manager, two assistant city managers and two senior managing directors. The City is recognized for its management practices, earning consistently high bond ratings and a wealth of state and national awards for innovative programs and initiatives.

**City Manager’s Strategic Initiatives:**
- Grow the Economic Base
- Cultivate Desirable Neighborhoods
- Build a City Organization for the Future (People, Processes & Technology)

Garland provides a wide range of services to its citizens, including public safety, curbside recycling, as well as electric, water and wastewater utilities. The City staff includes more than 2,000 employees and is comprised of more than 40 departments. City operations are guided by the City of Garland’s Guiding Principles:

**Mission Statement**

*What we do*

We are committed to preserve public trust, deliver quality services, promote economic growth, protect our community and enhance the quality of life for the good of our city and our future.

**Vision Statement**

*Where we are going*

Garland’s vision is to be a progressive city working together to nurture and grow the economic, social, environmental and cultural well-being of our community.

**Value Statements**

*What we believe*

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<td>Growth - We are growing Garland’s future.</td>
<td>Ambassadors - We are Garland.</td>
<td>Respect - We respect each other.</td>
<td>Life Balance - We value work-life balance.</td>
<td>Accountability - We choose to take ownership.</td>
<td>Network - We build connections.</td>
<td>Diversity - We are inclusive.</td>
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Police Department

The Garland Police Department has been led for the last 16 years by a tenured Chief of Police, who will now continue to serve in his new role as Deputy City Manager at the City of Garland. The department prides itself with its stable workforce contributing towards many strategic initiatives and positive community partnership. The mission of the Garland Police Department is to enhance the quality of life for our community by reducing crime and the fear of crime. The members of the Garland Police Department shall:

• seek to provide first-class public safety services for our community;
• maintain the highest level of ethics, integrity, and accountability to the law-abiding citizens and stakeholders of Garland;
• deliver fair and impartial enforcement of the law; and
• work in partnership with all segments of our diverse community in proactive efforts to reduce crime and address conditions that may foster the fear of crime.

For the 2018-2019 budget year, the Garland Police Department consists of 5 Divisions: Patrol, Criminal Investigations, Staff Services, Support Services, and Administration. There are 490 total police personnel which includes 355 authorized sworn members and 135 authorized civilian staff members. The department’s sworn command structure consists of 4 assistant chiefs, 9 captains, 39 lieutenants, and 302 officers/detectives. The department’s civilian command structure consists of 3 managers, 13 supervisors, and 119 civilian staff members. The budget for this fiscal year is more than $55 million. The department responds to approximately 150,000 calls-for-service each year. The Garland Police Department enjoys a highly successful and positive relationship with all segments of its diverse community. In an effort to serve the community and continue to build positive relationships, the department has numerous community policing programs which include: Neighborhood Police Officer (NPO) Unit, School Resource Officer (SRO) Unit, Community Relations Unit, UNIDOS Program, Citizens Police Academy, Youth Police Academy, Youth Boxing Program, Youth Summer Camps, and more. The Garland Police Association (GPA) is affiliated with the Texas Municipal Police Association (TMPA). City management and Police administration value the input of the GPA and foster an open door policy and cooperative relationship with the organization.
Garland Police Department
Organizational Structure

Customer-focused, innovative and progressive

The City of Garland desires a customer-focused, innovative and progressive Chief of Police with a collaborative management style and the keen ability to provide effective interpersonal communication, and who is willing to listen, engage, and respond in a professional manner. Leading the Police Department will also require an individual who has utmost integrity and consistently operates in a transparent and fair manner. The ability to work collaboratively both within the department and with other City departments and external partners in the community is paramount. It is important for the Chief of Police to be actively involved with department members, serving as a coach and mentor, challenging department members to stretch their capabilities, and actively embracing a passion to empower staff to achieve a high level of individual and team performance success. Communicating long-term goals and plans to department personnel and including the department in the creation and achievement of the vision will be significant in maintaining a climate of positive morale. Leading by example, holding staff accountable, setting high expectations for the department, championing exceptional performance and quality outcomes are highly desired characteristics of the Chief of police.
Ideal Candidate

The City of Garland is searching for a Chief of Police who has:
• demonstrated strong and compassionate leadership;
• a proven track record of working in partnership with diverse communities, elected officials, and other law enforcement organizations based on mutual respect and cooperation;
• demonstrated a record of respect for diversity in the workforce;
• a proven track record as an inspirational leader and an astute manager;
• experience, knowledge, expertise and commitment to community policing programs and developing crime reduction strategies;
• considerable experience in management principles involved in strategic planning, resource allocation, fiscal management, employee relations, applying technology within law enforcement, and creating a work environment that encourages problem-solving and innovation; and
• excellent interpersonal skills with the ability to project confidence and credibility to the public and news media, the ability to relate to a broad variety of individuals, and to emulate the highest level of professional deportment and integrity always.

Education and Experience
The Chief of Police must possess an extensive knowledge of Police department operations, federal, state, and local laws and regulations applicable to Police department operations, the ability to communicate effectively both orally and in writing, knowledge and experience in working with established personnel selection and advancement processes, and the ability to prepare and deliver professional presentations to city council, community organizations, and more.
• A bachelor’s degree in criminal Justice, business administration, public administration or related field from an accredited college or university is required.
• Candidates must have 15 or more years of experience, and at least 5 years at the command level (at time of appointment), in a department of comparable size and complexity (or larger) preferably in a culturally diverse environment in cities with populations of 100,000 or more.
• Previous experience as a Chief of Police or Assistant Chief of Police is required.
• A master’s degree is preferred.
• Advanced training such as the completion of the FBI National Academy, PERF Senior Management Institute for Police, or a similar command college is preferred.
• The Garland Police Department is a state civil service agency which is governed by Chapter 143 of the Texas Local Government Code. Experience in handling chapter 143 issues is preferred.
• Candidates must meet all requirements to hold the position of Chief of Police as required by Chapter 143 of the Texas Local Government Code and all other Texas regulations.
• Further, candidates must be eligible for certification by the Texas Commission on Law Enforcement (TCOLE). The candidate chosen for the position must obtain their TCOLE license within the timeline as specified within the TCOLE regulations.
Competitive salary and benefits package including executive perquisites

**Compensation and Benefits**

Garland’s compensation philosophy is based on a commitment to attract and retain a qualified, motivated, and diverse workforce that meets the standards of service and excellence required by the City. Garland offers a competitive salary based on the salaries among the Dallas/Fort Worth (DFW) Metroplex cities. The salary will be commensurate depending on qualifications and experience. The benefits package includes executive perquisites, medical, dental and vision coverage, life insurance, compensated leave, access to the City Care Clinic, an award-winning Wellness Program, and retirement benefits through the Texas Municipal Retirement System (TMRS). Optional benefits include supplemental life insurance, a 457 Deferred Compensation Plan, short and long term disability plans and a legal plan. Reasonable relocation benefits will be provided to the chosen candidate.

**Application and Selection Process**

To apply, visit [Careers.GarlandTX.gov](http://Careers.GarlandTX.gov) to complete an application and upload a resume, cover letter and at least three work-related references. The application deadline is **Friday, Nov. 23, 2018**. All inquiries related to the recruitment and selection process for this position should be directed to the attention of the City’s Human Resources Department:

Lilly Clarke, Talent Acquisition Manager, City of Garland
lclarke@GarlandTX.gov
972-205-2487

**Careers.GarlandTX.gov**

The City of Garland is an Equal Opportunity Employer and values diversity at all levels of its workforce. Applicants selected as finalists for this position will be subject to a criminal history/credit/driver’s license check prior to the interview and a comprehensive background review prior to appointment. Under state legislation regarding access to public records, information from your submission for application may be subject to public disclosure.