



CHIEF OF POLICE

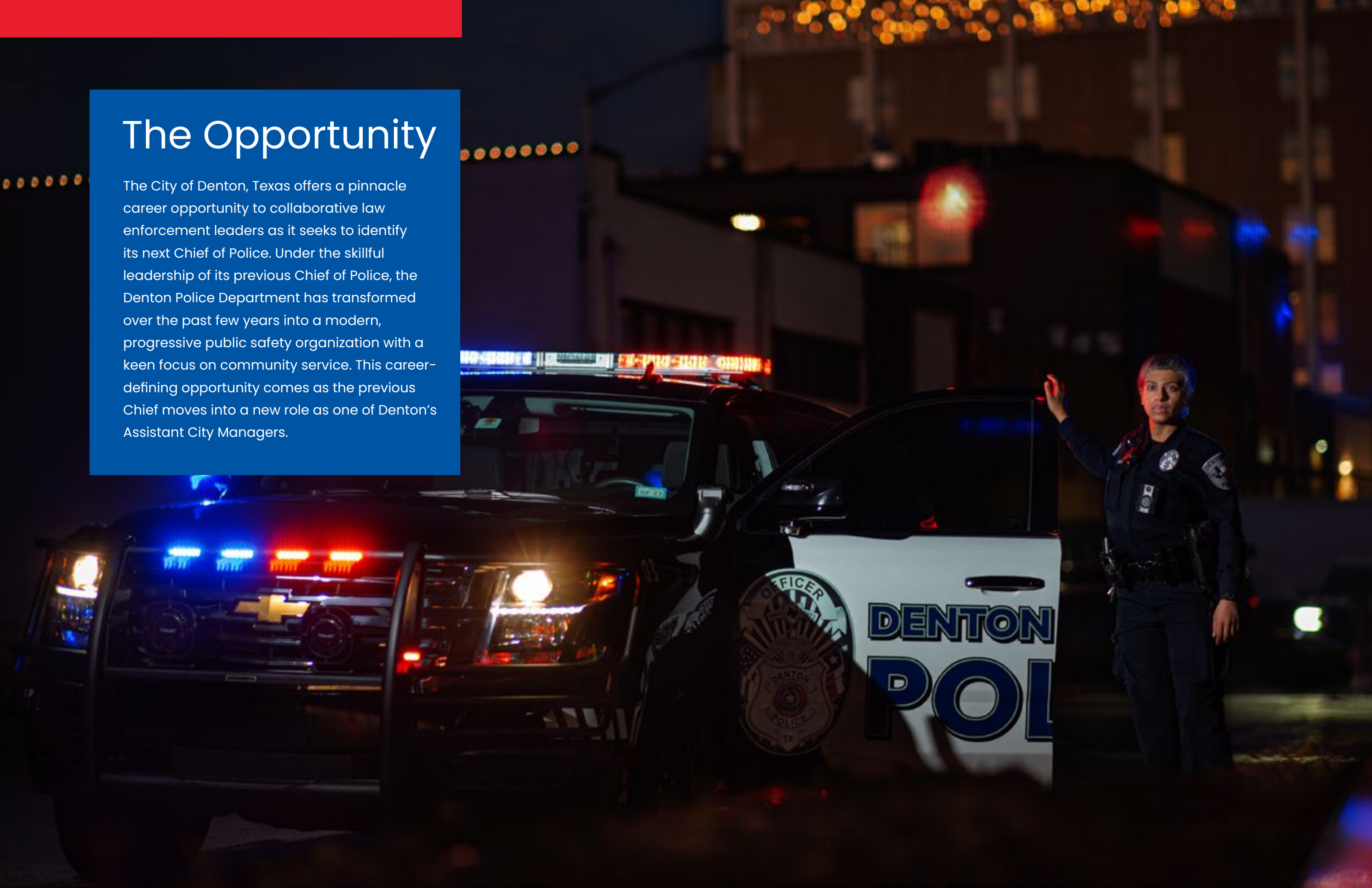
City of **Denton, Texas**

Recruitment Services Provided By



The Opportunity

The City of Denton, Texas offers a pinnacle career opportunity to collaborative law enforcement leaders as it seeks to identify its next Chief of Police. Under the skillful leadership of its previous Chief of Police, the Denton Police Department has transformed over the past few years into a modern, progressive public safety organization with a keen focus on community service. This career-defining opportunity comes as the previous Chief moves into a new role as one of Denton's Assistant City Managers.



About Denton

Denton, Texas is an engaged and growing community with many opportunities, no matter what your interest or passion. Denton is a unique cultural destination, where a small-city feel pairs with big-city amenities. A blend of history and culture creates a dynamic suburban environment, home to two thriving universities, a vibrant downtown, and a diversity of choices in employment, lifestyle, and neighborhoods. Denton is strategically located at the convergence of I-35E and I-35W and is the northern tip of the “golden triangle.” The current population of approximately 151,000 residents is rapidly growing, which has led to a focused effort to ensure the City’s infrastructure and service delivery levels are adequate, now and in the future. Additionally, Denton is close to major airports, being only 25 miles from DFW International Airport, 35 miles from Dallas Love Field, and 20 miles north of Alliance Airport, and offers public transportation options (bus & rail) through the Denton County Transportation Authority.

Denton is home to two state universities, the University of North Texas and Texas Woman’s University. With a combined enrollment of more than 50,000 students, the universities bring in a variety of cultural, sports, and entertainment amenities to the Denton community. The presence of these two universities also brings a progressive and energetic feel to Denton that helps define its culture and community passion. Denton Independent School District is the primary public education system and serves more than 27,000 students and 17 cities in a 180 square-mile district. Across Denton, there is a pulsating entertainment culture, featuring live performing arts venues, music and film festivals, museums, and historical sites. Additionally, Denton is home to 30 parks, featuring 300 acres of open space, three recreation centers, a water park and community swimming pools, and hiking and biking trails throughout the city. Nearby lakes, trails, and state parks also contribute to exciting outdoor recreation opportunities. state parks also contribute to exciting outdoor recreation opportunities.



City Government

The City of Denton is governed by the council-manager form of government. The mayor and six council members are the legislative body of the city; its members are the community's decision makers. The Council focuses on community goals, major projects, and long-term considerations such as community growth, land use development, capital improvement plans, and strategic planning. The Council appoints a professional manager to oversee the delivery of public services. The City Manager serves as the Chief Executive Officer for the City, implements the Council policy directives, and ensures City services are provided to the entire community.

The City operates under a fiscal year. For FY 2021-22, the City Council adopted an operating and capital budget of \$1.45 billion, with funding for 1,752 FTEs. Denton is a full-service city, providing general government services along with multiple utility/enterprise operations such as water, wastewater, electric, solid waste and recycling, drainage, and airport services.



The Department

The Denton Police Department has been proudly serving the City of Denton since 1920. The Department strives to connect and build new relationships, while working closely with all community stakeholders to improve the quality of life for everyone in Denton. The Denton Police Department is an intelligence-led, data-driven, proactive organization focused on the tenets of Relational Policing. The Department is grounded in its mission, vision and values as follows:

- **Mission:** The mission of the Denton Police Department is to make Denton a safe, sustainable, and livable city for everyone, by keeping victims safe and holding offenders accountable.
- **Vision:** The sanctity of human life is the foundation by which the Denton Police Department serves. They are committed to leveraging technology, innovation, collaboration, and imagination to gain trust and respect from Denton's diverse community.
- **Values (PRIDE):** Professionalism, Respect, Integrity, Dedication, and Excellence.

272 FTE
EMPLOYEES

The Police Department is a full-service public safety organization and is divided into three bureaus: Operations, Investigations, and Support. The Chief of Police is responsible for executive leadership of the Police Department and is assisted by a senior staff made up of an Assistant Chief, two Assistant Directors who are non-sworn members responsible for the administrative support functions of the Department, and four Deputy Chiefs. The allocated staff size of the Denton Police Department for FY 21/22 is 272 total employees. The adopted 21/22 budget is approximately \$40 million and the proposed budget for 22/23 is approximately \$45 million.

The Police Department's main facility is currently being renovated and a new substation facility, complete with a state-of-the-art indoor firing range, will be completed later this year. Over the past few years, the Denton Police Department has become fully engaged in many holistic service delivery programs geared toward serving all members of the community with care and concern.

\$40M
Operating Budget





The Position

Reporting to an Assistant City Manager, the Chief of Police leads the Police Department and its staff in the delivery of public safety services to those who live, work, and visit Denton. Some of the essential functions of the Chief of Police include, but are not limited to, the following:

- Directs and manages the activities of the Police Department including police administration, patrol, investigations, support services, City detention facility and public safety communications.
- Plans, directs, and coordinates the activities and operations of the department, developing and administering strategic plans to ensure that police services are efficient, effective, and consistent with organizational values.
- Directs and coordinates community-oriented problem-solving efforts related to the Department's Community Oriented Policing program.
- Provides counseling and coaching to subordinate managers, ensures appropriate action of subordinate supervisors on disciplinary actions, ensures compliance with all City personnel policies, Workforce Diversity Plan, and Civil Service Law as prescribed in Chapter 143 of the Texas Local Government Code and the City of Denton Local Rules.
- Establishes and/or approves performance standards governing the quality and quantity of work in the Police Department; evaluates subordinates' progress toward accomplishments of long-term goals as well as daily activities.
- Participates as an active, engaged member of the City Executive Team and as a community leader.

Challenges & Opportunities

The next Chief of Police for the City of Denton will have the opportunity to lead an organization which has been positioned for success by the previous Chief, along with addressing some of the following:

- To address current and future staffing needs, a staffing study was commissioned by the Denton Police Department approximately two years ago. As a result, additional positions are being allocated each year. The next Chief will need to continue to assess staffing needs, along with ensuring effective integration of new members of the organization to meet the needs of the community.
- Denton is not immune to the concerns presented by mental health response and homelessness-related issues. The next Chief will need to work with stakeholders to help craft a creative, caring and compassionate response to address these important societal concerns.
- The City of Denton and its residents place a high value on public safety. The next Chief of Police will have the opportunity to enhance and further develop the Department's intelligence-led policing efforts.

- A challenge for the next Chief will be to examine and identify career development opportunities within the Police Department to ensure staff are trained and ready for future assignments, promotions, etc.
- The City of Denton is growing rapidly. This current and projected future growth will provide the next Chief with an opportunity to build the Police Department and its services dramatically over the next several years.





Ideal Candidate

The ideal candidate for the Chief of Police in the City of Denton will possess certain traits and experiences that will likely lead to success:

- The next Chief of Police will have a demonstrated record of collaboration and dedication to community connection. Modeling this behavior is essential to the success of the next Chief.
- A high level of visibility and presence in the Department and community are essential.
- The next Chief will bring a commitment to mentoring and staff development through training to all members of the organization.
- A demonstrated record of success in relationship building, both inside and outside the police organization is essential. Additionally, experience in leading a law enforcement organization in a city in which a university is present is highly desirable.
- Knowledge of and experience with Texas Local Government Code 143 (civil service) would be helpful for the next Chief.
- A strong and honest communicator who leads from the front.



Qualifications

Any combination of related education, experience, certifications, and licenses that will result in a candidate successfully performing the essential functions of the job is qualifying. The most attractive candidates will possess the following:

Education: Bachelor's Degree in Police Administration, Criminal Justice, or a related field is required. A Master's Degree is preferred. Graduation from the F.B.I. National Academy, Senior Management Institute for Police, Southern Police Institute or Southwest Legal Command Management College are highly desirable.

Experience: At least ten (10) years in municipal law enforcement, with a minimum of five (5) years of experience in a command level position at the level of Lieutenant or higher rank.

Certification: Must have Texas Commission on Law Enforcement (TCOLE) intermediate certification or equivalent certification from another state with the ability to obtain TCOLE intermediate certification.

Additional preferences: Bilingual in Spanish and English; Experience with and commitment to Community Oriented Policing while using data-driven and intelligence-led policing; Police management experience in a comparable or larger police agency.

Compensation & Benefits

The salary for the Chief of Police is +/- \$190,000, with placement in the range dependent on qualifications. In addition, an excellent executive benefit package is provided as outlined below. Key benefits include:

Retirement: Retirement is provided through TMRS. Employees contribute 7% of salary, with a city match of 2 to 1 upon retirement. Employees vest with 5 years of service and are eligible to retire with 20 years of service at any age, or with 5 years of service at age 60.

Medical, Dental and Vision Insurance:

Cafeteria plan that includes a variety of medical, dental and vision plan options for employees and dependents.

Holidays: 11 observed holidays, plus two personal holidays.

Sick Leave: 15 annual sick days, accrued at 10 hours per month.

Vacation: 15 annual vacation days, accrued at 10 hours per month.

Life Insurance: City paid life, accidental death and dismemberment insurance.

Long Term Disability Insurance:

City paid long-term disability insurance.

Relocation Assistance: Available per city policy.





The Recruitment Process

Interested candidates should submit a comprehensive résumé and compelling cover letter online at mosaicpublic.com/careers no later than Monday, June 6, 2022. Confidential inquiries are welcomed to Chief Bryan Noblett (ret.) or Chief Greg Nelson (ret.) at (916) 550-4100.

The City of Denton is an Equal Opportunity Employer

This recruitment incorporates existing rules and regulations that govern public sector recruitments in the State of Texas. In accordance with public disclosure/open record laws, information submitted for consideration may be made available to the public upon request by interested parties.