



# POLICE CHIEF

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THE CITY OF CORPUS CHRISTI, TEXAS



PUBLIC SECTOR EXECUTIVE RECRUITMENT



## THE COMMUNITY

The City of Corpus Christi is a beautiful coastal city in the South Texas region, located 130 miles southeast of San Antonio. Known as the “Sparkling City by the Sea,” Corpus Christi is the Nueces County Seat, and one of the largest seaports in the United States. Spanish explorer Alonzo Alvarez de Pineda discovered the area in 1519 and settlers incorporated the city in 1852. Over the years, Corpus Christi has grown into a regional hub for marketing, processing, packaging, and distribution of agricultural commodities. Additionally, the City’s economy is diverse with a blend of various business and industries, including petrochemical, tourism, health care, retail, education, shipping, agriculture, and the military. Today, the City of Corpus Christi is the eighth largest city in Texas and the 61st largest city in the US, with a population of 327,406 based on the City’s 2020 estimate.

Area attractions include the Padre Island National Seashore, Texas State Aquarium, and the USS Lexington, a retired WWII aircraft carrier, the American Bank Center, and an entertainment complex that offers an auditorium, convention center, and arena. Additionally, Corpus Christi serves as the home of Texas A&M University Islander Basketball, IceRays Hockey and AF2 Sharks football. Corpus Christi is also home to the Corpus Christi Hooks, a minor league baseball team of the Texas League, the Double-A affiliate of the Houston Astros baseball team.

Citizens have access to a wide variety of arts and culture facilities and world class museums. Several independent school districts serve students in the area. Texas A&M University - Corpus Christi and Del Mar Community College serves the higher education needs of the community. As an All-America City, Corpus Christi residents are proud of this prestigious designation as it recognizes the many ways in which community members, government, businesses and non-profit organizations have worked together to build what is arguably one of the best Cities in the nation. For more information about the City and the region, visit the City’s website at <http://www.cctexas.com/>.

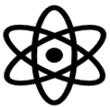
## CITY GOVERNMENT

Corpus Christi has a home-rule, Council-Manager form of government. The City Council consists of the Mayor and eight council members. Citizens elect a Mayor and three council members on an at-large basis. Similarly, citizens elect five council members from single-member districts. All council members serve concurrent two year terms, with a four-year continuous term limit.

The City of Corpus Christi delivers a wide variety of high quality services to its residents including police, fire, emergency medical services, health, parks, recreation, a natural history museum, libraries, airport, marina, water, wastewater, and gas utilities. The City has a \$1.1 Billion Budget and the support of more than 2,922 Full-Time and 22 Part-Time employees, and 3 Assistant City Managers.

# CORPUS CHRISTI POLICE DEPARTMENT

The Corpus Christi Police Department (CCPD) has three bureaus that work with the community to serve and protect citizens of Corpus Christi with honesty and integrity. Since 2006, the CCPD has voluntarily participated in Accreditation with the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA®). To secure and maintain accreditation, agencies must meet and comply with state-of-the-art standards in four basic areas: policy and procedures, administration, operations, and support services. Through this accreditation, the CCPD holds itself to a higher standard. As such, the CCPD enjoys strong community support attributed to actively engaged citizens, departmental programs, initiatives and activities and a unified desire to create and maintain a dynamic community.



## VISION

The CCPD will utilize community involvement that links new, innovative crime fighting methods and technology to develop a Community Policing Organization where officers and the public operate as one.



## MISSION

To work as an equal partner with the community to reduce crime, the fear of crime and enhance public safety.





## VALUES

To fulfill our vision and achieve our mission, members of the CCPD are committed to:

**Honesty and Integrity** - We value and expect truth, honesty, and ethical behavior from the members of our organization. Honesty and integrity are central to all the values we embrace and we accept that honesty and integrity are the foundations of community trust.

**Community Service** - We will develop programs that seek solutions to community issues through a partnership with the people we serve. We value our badge of office as a symbol of public faith and will strive to enhance the quality of life of our citizens by providing service that is responsive to the needs of our community.

**Fairness** - We will treat our employees and citizens alike, with respect, dignity, and fairness. Fairness is basic to human goodness and we will strive to treat all with equality.

**Work Ethic** - We advocate a strong work ethic. As a result, we will provide high-quality service leading to positive results for our community and organization. We endeavor to provide the highest standard of public service.

**Leadership** - We are leaders in our community and profession. Effective leadership will model the way for both the department and the community. Exceptional leadership inspires.

# THE POLICE CHIEF

With the support of 434 sworn officers, the CCPD Police Chief provides direct supervision to the Assistant Chief-Administration Bureau, Assistant Chief-Operations Bureau and Assistant Chief-Investigations Bureau. Additionally, the Police Chief supervises the CCPD Legal Advisor, Management Services Director, Corpus Christi Police Foundation, Executive Director, and Accreditation/Policy Manager, a City Liaison Officer and CCPD Public Information Officer.

The Police Chief is responsible and accountable for the development, implementation and continuous improvement of all CCPD goals, objectives, policies, procedures and priorities of the department. Additionally, the chief assumes leadership and management responsibility for all departments, services, initiatives and activities in patrol, traffic, criminal investigations, special operations, internal affairs, and law enforcement. The chief also supervises the selection and training curriculum of new police cadets, field training for new police officers, enforces personnel policies, standard operating procedures, local, state, federal regulations, and ensures compliance with 21st century, community driven, stakeholder-informed processes that enhances community safety and well-being. The chief also leads the administration of the collective bargaining agreement, and collaborates with labor representatives to build and maintain positive and productive agreements.

As the top law enforcement official in the city, the Police Chief represents the department and interacts with elected and appointed officials, members of other local, regional, county, state or federal law enforcement agencies, community groups, educational institutions, civic groups, business, the media, and others to build partnerships, develop awareness, address concerns and learn about challenges and opportunities, while sharing new trends in law enforcement, listening to divergent perspectives with a goal to find solutions to local challenges.



# OPPORTUNITIES

The new Police Chief will have the responsibility to lead the CCPD towards the achievement of several key citywide objectives, goals and initiatives that include:

**Construction of a new Training Academy:** The new Police Chief will work with various stakeholders, including architects selected by the City Council, to oversee the construction and design of a new 24,000 square foot training academy (a full service, two story building that will include classrooms, gymnasium, showers, restrooms, and locker rooms) to meet the growing demands of the CCPD.

**Phase 2 Radio Equipment Purchase:** The Police Chief will manage the approved \$1.4M per year procurement of 854 radios for Public Safety and CCPD Operations.

**Recruit and Train new Officers:** The Police Chief will approve the hiring of five (5) new Police Officers, approved by the City Council for the second year in a row to meet the city's goal of adding twenty-five (25) new officers by FY2024.

# DESIRED QUALIFICATIONS

The successful candidate will be an honest, open, and approachable servant leader committed to supporting a positive departmental culture that is focused on faithfully serving the citizens and community. The new Chief will be a committed and enthusiastic manager who will provide leadership, direction, and guidance in progressive law enforcement strategies. The incoming Chief will be a collaborative leader who is willing to work with other municipal and regional law enforcement partners to achieve outcomes that are essential and mutually beneficial to the community and region. As such, the next CCPD Police Chief is:

- A visionary leader who can evaluate the needs of the community, determine law enforcement requirements and goals, and ensure that residents receive the highest quality of professional police services.
- An exceptional communicator who can foster open and transparent dialogue at multiple levels to build trust with a variety of internal and external stakeholders.
- A highly visible, accessible and approachable leader who uses formal and informal opportunities to connect with internal and external stakeholders.
- Committed to service excellence and leads by example, while maintaining and continuously improving the CCPD excellence service delivery.
- Focused on leadership development at all levels, and ensures accountability for all actions; holds self and others in the CCPD to the highest levels of individual, collective, team and organizational integrity, performance and outcomes.
- An analytical thinker who uses data to drive clear and consistent priorities and objectives to maximize resources.
- A community-focused leader who leads a department-wide high level of engagement with all segments of the Corpus Christi community while proactively listening to and addressing the differing needs of each segment of the community.
- An innovative law enforcement executive who is open to unique, novel, and emerging solutions while developing and directing strategies to meet City goals, objectives and priorities.

## EDUCATION AND EXPERIENCE

Qualified candidates will possess a bachelor's degree from an accredited college or university in criminal justice, police science, public or business administration, or a closely related field, and a minimum of ten (10) years of command-level law enforcement experience with progressively responsible command level mandates in a law enforcement agency similar to the CCPD, or a larger community, a valid Advanced Law Enforcement Officer Certification from the Texas Commission on Law Enforcement (TCOLE), or a similar level of certification from another state and possession of a valid Texas driver's license or the ability to obtain one within 60 days of employment required.

A master's, or advanced degree, from an accredited college or university in criminal justice, police science, public or business administration, or a closely related field and graduation from a command leadership program such as the FBI National Academy, Southern Police Institute, PERF's Senior Management Institute for Police (SMIP), LEMIT's Leadership Command College, or a similar program and possession of, or the ability to secure a Criminal Justice Information System (CJIS) fingerprint-based background check desired.

## COMPENSATION AND BENEFITS

The salary range for this position is \$185,000 - \$205,000 depending upon qualifications and experience. Additionally, the City of Corpus Christi offers a comprehensive, market competitive benefits package that includes 88+ vacation hours per year, 40 hours personal leave per year, 96 hours of sick leave per year, voluntary 457b deferred compensation plan, eight (8) holidays, Flexible Spending Account or HSA options, City Employee Health & Wellness Clinic, City Employee Fitness Center, and Tuition Reimbursement Programs. Relocation assistance may be available.



# APPLICATION AND SELECTION PROCESS

We invite qualified professionals to submit a cover letter and resume by visiting our website at:

<https://bakertilly.recruitmenthome.com/postings/2890>

This position is open until filled; however, first review of resumes occurs on **May 14, 2021**. Following this date, applications will be screened against criteria outlined in this brochure.



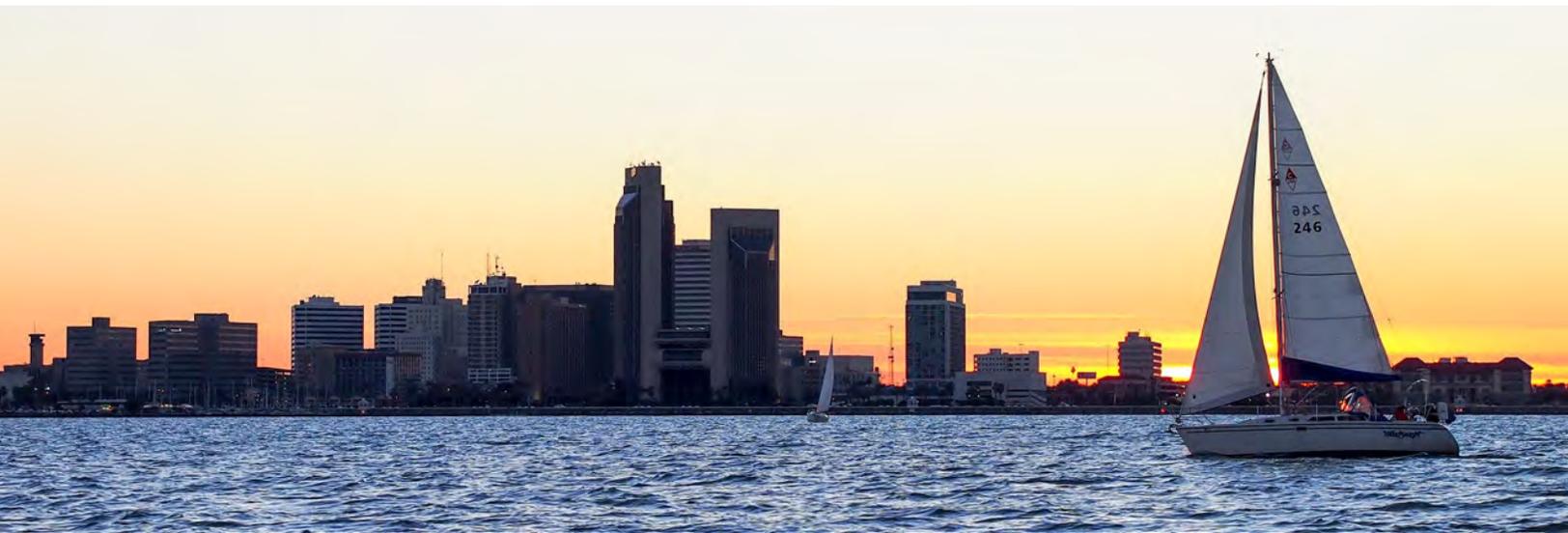
For more information about this position, please contact:

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**214-842-6478**

The City of Corpus Christi, Texas is an Equal Opportunity Employer.



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