

**A NATIONAL SEARCH IS
UNDERWAY FOR A NEW POLICE CHIEF.
CITY OF LAUDERHILL, FLORIDA**



CHIEF OF POLICE



THE CITY OF LAUDERHILL, FLORIDA

01 THE OPPORTUNITY



The City of Lauderhill, Florida is conducting a nationwide search for a highly qualified and visionary law enforcement executive to lead its Police Department.

The City of Lauderhill, Florida, is conducting a national search for an accomplished and forward-thinking law enforcement executive to serve as its next Chief of Police. This opportunity comes as Chief Constance Stanley prepares to retire following a distinguished law enforcement career spanning more than 35 years, including over ten years as Chief of the Lauderhill Police Department.

She has been widely respected for her commitment to professionalism, community engagement, organizational leadership, and public service. During her tenure, the department strengthened its relationships with the community while continuing to advance public safety initiatives and professional standards.

The City now seeks a strong, ethical, and visionary leader who will build upon that foundation and continue moving the department forward. The next Chief of Police must be a collaborative executive who values accountability, employee development, transparency, and strong community partnerships while providing strategic leadership for a modern and progressive law enforcement agency.



02 THE COMMUNITY

Located in the heart of Broward County, Lauderhill, Florida, is a vibrant and diverse community within the greater South Florida metropolitan region. Conveniently situated near Fort Lauderdale, Miami, and several major transportation corridors, Lauderhill provides residents with easy access to South Florida's beaches, international airports, entertainment venues, and economic centers. With its tropical climate, cultural diversity, and central location, Lauderhill offers an outstanding quality of life for residents and visitors alike.

Founded in 1959, Lauderhill was among the first master-planned communities in Broward County and has evolved into a dynamic city known for its strong neighborhoods, community pride, and cultural richness.

The city continues to invest in redevelopment, economic growth, parks, recreational amenities, and community-focused initiatives designed to enhance the quality of life for residents and businesses.

Today, Lauderhill is home to approximately 75,000 residents and is recognized as one of the most culturally diverse communities in South Florida. The city's population reflects a rich blend of Caribbean, Hispanic, African American, and multicultural influences that contribute to its unique character and sense of community. Residents enjoy numerous parks, recreational programs, shopping destinations, restaurants, and entertainment opportunities throughout the area. Lauderhill's strong sense of community, family-oriented neighborhoods, and strategic South Florida location make it an attractive place to live, work, and raise a family.

To learn more about our city,
visit <https://www.lauderhill-fl.gov/>

03 THE GOVERNMENT



The City of Lauderhill operates under a Commission-Manager form of government. The City Commission, comprised of a Mayor and four Commissioners elected to staggered four-year terms, serves as the City’s legislative and policy-making body. The Commission establishes policy direction, adopts ordinances, approves the budget, and provides strategic leadership for the organization.



The City Manager serves as the chief administrative officer responsible for overseeing daily operations and implementing the policies established by the Commission. The Chief of Police reports directly to the City Manager and serves as a key member of the City’s executive leadership team.

Assistant City Manager, and Deputy City Manager, before being appointed Interim City Manager in December 2024. In June 2025, his dedication and leadership were formally recognized when he was appointed permanent City Manager, a testament to a lifetime of service and commitment to the City of Lauderhill. His career progression reflects the City’s commitment to professional management, leadership development, and organizational stability.

Lauderhill is a full-service municipality providing police, fire rescue, public works, development services, parks and recreation, utilities, and community services. The City remains committed to responsive government, fiscal responsibility, community engagement, and professional service delivery.

Lauderhill is led by City Manager Kenzie Hobbs, Jr., a respected public servant whose career with the City spans more than three decades. Beginning with the City in 1989 through a high school work program, Mr. Hobbs advanced through numerous leadership roles, including Director of Finance and Support Services,



Welcome to the City of
Lauderhill
A City of Distinction

THE VALUES OF LAUDERHILL

The City of Lauderhill is committed to building a vibrant, inclusive, and connected community guided by the values of Service, Integrity, Partnership, and Progress.

SERVICE – We are dedicated to protecting and enhancing the quality of life for all residents and visitors.

INTEGRITY – We lead with professionalism, accountability, and transparency in all we do.

PARTNERSHIP – We believe strong relationships between law enforcement and the community create safer neighborhoods.

PROGRESS – We embrace innovation, collaboration, and continuous improvement to meet the evolving needs of our city.



THE DEPARTMENT 04

The Lauderhill Police Department is a professionally accredited law enforcement agency committed to protecting the community and enhancing the quality of life for residents and visitors through proactive policing, community partnerships, and professional service. The department has earned and maintained accreditation through the Commission for Florida Law Enforcement Accreditation (CFLA) and achieved Excelsior status, reflecting its continued commitment to professional excellence and recognized best practices in law enforcement.

The department is led by the Chief of Police and is supported by an executive command staff that includes Deputy Chiefs and Majors who oversee the department's operational, investigative, administrative, and special services functions. The command structure emphasizes accountability, professionalism, strategic leadership, and community engagement throughout the organization.

The Lauderhill Police Department currently has an authorized complement of approximately 138 sworn personnel and 58 authorized professional staff members serving the community. The agency provides a full range of municipal law enforcement services, including patrol operations, criminal investigations, community outreach, special operations, training, accreditation, crime analysis, and administrative support functions.

The department maintains a strong organizational focus on community-oriented policing, employee development, constitutional policing, and collaborative partnerships with residents, businesses, schools, and regional public safety partners. Specialized assignments and operational capabilities support the department's mission of delivering responsive and professional police services to one of South Florida's most diverse communities.

05 THE IDEAL CANDIDATE

The City of Lauderhill seeks a progressive, community-centered, and operationally strong law enforcement executive who can build trust, reduce crime, strengthen organizational culture, and lead the department into its next phase of modernization and service excellence.

The ideal candidate will demonstrate:

1. A genuine commitment to becoming an active and visible member of the Lauderhill community, with residency within the city strongly preferred.
2. Exceptional integrity, professionalism, and ethical leadership.
3. A visible, approachable, and highly engaged leadership style both internally and throughout the community.
4. Proven success in reducing crime through proactive, data-informed, and community-oriented policing strategies.
5. Experience leading organizational culture change while maintaining employee morale and workforce trust.
6. Strong emotional intelligence, interpersonal skills, and communication abilities.
7. The ability to build authentic relationships with residents, businesses, HOAs, schools, faith-based organizations, and community stakeholders.
8. Experience working successfully within a commission-manager form of government and navigating political environments with professionalism and sound judgment.
9. Strong accountability systems with the ability to establish expectations, measure performance, and hold personnel accountable.
10. A collaborative leadership philosophy that promotes teamwork across city departments and positive labor-management relationships.
11. Experience serving diverse communities with strong cultural awareness and sensitivity to Lauderhill's multicultural population.
12. Operational expertise in patrol, investigations, budgeting, personnel management, crime analysis, and modern policing technologies.
13. A commitment to mentorship, succession planning, leadership development, and building a strong command staff team.
14. The ability to balance proactive enforcement strategies with transparency, customer service, and community trust.
15. A forward-thinking approach to modernization, innovation, technology, and organizational improvement.





06 CHALLENGES & OPPORTUNITIES

The next Chief of Police will assume leadership of a department and community positioned for continued progress, modernization, and organizational transformation.

Key challenges and opportunities include:

1. Continuing efforts to reduce violent crime, gun-related offenses, drug activity, and neighborhood disorder concerns.
2. Strengthening public confidence and improving perceptions of safety throughout the community.
3. Increasing patrol visibility and enhancing neighborhood-based policing efforts citywide.
4. Building trust and credibility quickly with employees, elected officials, union leadership, and community stakeholders.
5. Leading the department through a significant executive leadership transition while maintaining organizational stability.
6. Strengthening accountability, supervisory oversight, and performance management systems throughout the organization.
7. Enhancing community engagement and institutionalizing consistent outreach beyond traditional public meetings.
8. Improving communication, transparency, responsiveness, and follow-through regarding community concerns and public safety issues.
9. Evaluating staffing, deployment strategies, operational efficiencies, and long-term workforce retention initiatives.
10. Continuing modernization efforts involving technology, analytics, equipment, fleet resources, and intelligence-led policing strategies.
11. Strengthening succession planning and leadership development within supervisory and command ranks.
12. Balancing proactive enforcement efforts with community-oriented policing and relationship-based service delivery.
13. Navigating the expectations and communication dynamics associated with a commission-manager form of government.
14. Expanding partnerships with schools, youth organizations, nonprofits, businesses, faith-based organizations, and neighborhood associations.
15. Positioning the department for long-term organizational excellence, workforce stability, modernization, and sustained community trust.



07 MINIMUM QUALIFICATIONS

MINIMUM QUALIFICATIONS INCLUDE:

- Ten years of upper command-level experience in a police department, sheriff's office, or other law enforcement agency at the rank of lieutenant or above;
- Three years of service as a Chief or Assistant Chief in a comparable agency; and
- Valid State of Florida law enforcement certification, or the ability to obtain certification within six months.

EXPERIENCE

Candidates must have a demonstrated track record of working effectively in a culturally and ethnically diverse community. Experience should also include developing and implementing innovative crime reduction and community policing strategies. Candidates must be able to effectively interact with the media, community stakeholders, elected officials, and labor groups.

EDUCATION

A bachelor's degree in law enforcement, criminal justice, public administration, or a related field from an accredited college or university is required. A master's degree in public administration or a related field is highly desirable. Advanced training, such as the FBI National Executive Institute, FBI National Academy, Southern Police Institute, or Police Executive Research Forum (PERF) – Senior Management Institute for Police (SMIP), is considered a plus, as is the ability to speak another language.

08 COMPENSATION AND BENEFITS

The City offers a competitive salary based upon candidate qualifications and experience. Candidates should also be aware that Florida does not impose a state income tax. Compensation will be augmented by an excellent executive benefits package that includes management benefits, relocation reimbursement, and other benefits.



RESIDENCY

Selected candidate must reside in Broward County, preferably the City of Lauderhill within 6 months of hire.

CERTIFICATIONS

Candidates must have the ability to become a Certified Police Officer in Florida. Note: Certification from other states is transferable but out-of-state candidates must pass the State Officer Certification Exam within one (1) year. FDLE - Equivalency of Training.

CONFIDENTIALITY

Candidates should understand the public nature of executive searches in Florida. This recruitment incorporates existing rules and regulations that govern public sector recruitments. Information submitted for consideration may be made available to the public under public disclosure/open record laws.

For more information, please contact the recruiter.

09 APPLICATION PROCEDURES

Application materials should be submitted electronically to info@civicleadershipsearchpartners.com. Questions regarding the position or recruitment process may be directed to Civic Leadership Search Partners at (629) 234-4070.

The recruitment for Chief of Police for the City of Lauderhill is being conducted with a high degree of professionalism and confidentiality. Interested candidates are encouraged to submit application materials by June 26, 2026.

Electronic submissions should include a cover letter outlining relevant leadership experience and interest in the position, a detailed resume, and a list of five professional references.

Following an initial review of credentials, a limited number of highly qualified candidates will be invited to advance in the selection process. Finalists selected by the City will be subject to a comprehensive background investigation and any additional employment procedures required by the City of Lauderhill.

The City anticipates appointing a forward-thinking and community-focused leader who can continue advancing the department's commitment to public safety, accountability, professionalism, and organizational excellence.



Excellence in Executive Talent Acquisition.



APPLY WITH CONFIDENCE

Confidential inquiries regarding this exceptional leadership opportunity are welcomed and may be directed to the search consultants listed.

PHONE & EMAIL

Phone (629) 234-4070
info@civicleadershipsearchpartners.com

OFFICIAL WEBSITE

www.civicleadershipsearchpartners.com

CIVIC LEADERSHIP SEARCH PARTNERS

(629) 234-4070

www.civicleadershipsearchpartners.com

Kenton Buckner, Chief of Police (Retired) Founder and President

kbuckner@civicleadershipsearchpartners.com

Cell: (629) 234-4070

Craig Stone, Chief of Police (Retired) Senior Consultant

cstone@civicleadershipsearchpartners.com

Cell: (614) 254-1882