

# THE CITY OF PFLUGERVILLE IS SEEKING THEIR NEXT CHIEF OF POLICE



## ABOUT OUR COMMUNITY

Pflugerville, Texas is a vibrant, growing community in Travis County, south of Round Rock and north of Austin. The City covers more than 23 square miles and offers beautiful trails, diverse shopping options and quality schools. Over the last decade, the City's considerable growth rate has created abundant cultural, entertainment and recreational opportunities. Pflugerville's more than 74,000 residents enjoy living "where quality meets life."

Pflugerville is growing rapidly as evidenced by a 187% population growth since 2000. The City has had an influx of large employers. Most recently, the City opened its doors to an Amazon Fulfillment Center, Costco, Living Spaces Fulfillment Center and Baylor Scott & White Hospital.

Pflugerville's qualities have been recognized and honored with several awards and accolades. In 2020, Pflugerville ranked #70 on Livability's top 100 places to live for small to mid-size cities. The City has earned Scenic City recognition from Scenic Texas because of its model standards for design and development of public roadways, beautiful trails and continuous efforts to diversify the urban forest and streetscapes. In 2014, Pflugerville was ranked the 20th best small city to live in by Money Magazine.



## DEMOGRAPHICS

**Population (as of Dec 2020)**  
74,393

### Median Age

36 years; 9.3% of population is 65+ years of age

### Race/Ethnicity

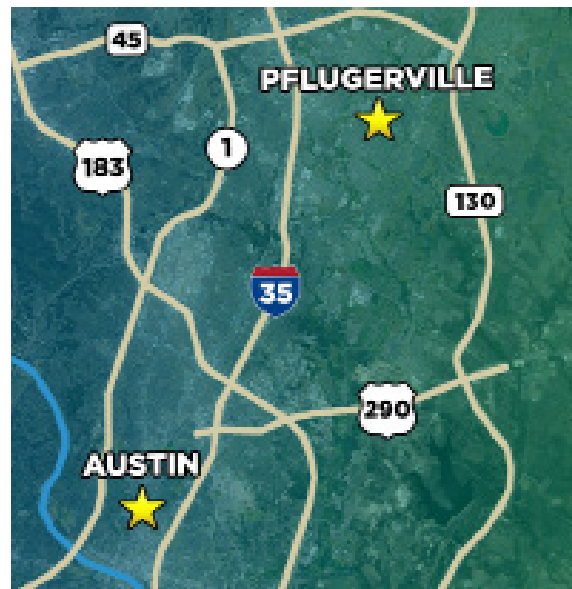
69.9% White; 28.9% Hispanic/Latino; 18.3% Black/African American; 9.3% Asian; 8.8% Other

### Educational Attainment

92% High School Graduate or higher; 39% Bachelor's degree or higher; 11% Graduate or Professional degree

**Median Household Income**  
\$93,627

**Average Home Value for 2020**  
\$258,167; 78% Owner-occupied units with a mortgage; 1,097 Single-Family Building Permits issued in FY20 for new construction





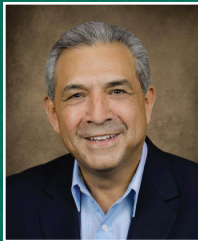
# CITY GOVERNMENT

The City of Pflugerville was incorporated in 1965 and operates under a Home Rule Charter with a Council-Manager form of government. The City Council is comprised of a Mayor and six (6) Councilmembers elected at-large on a non-partisan basis for staggered, three-year terms.

The City Council, as policy makers, appoints a City Manager to manage the day-to-day operations.

City Manager Sereniah Breland is responsible for administering the affairs of the City in accordance with City Council policies and federal and state laws in all matters regarding the City's utilities, finance, human resources, public works, planning, engineering, building, police, parks & recreation and library with 384 fulltime employees and an operating budget of \$64 million. The Police Department's FY21 budget is \$15.1 million.

## CITY COUNCIL



**Victor Gonzales**  
Mayor



**Doug Weiss**  
Place 1



**Ceasar Ruiz**  
Place 2



**Omar Peña**  
Place 3  
Mayor Pro Tem



**Rudy Metayer**  
Place 4



**Mike Heath**  
Place 5



**David Rogers**  
Place 6





# THE POLICE DEPARTMENT

The Police Chief offers an excellent opportunity for the right individual. This position is responsible for leading and guiding all operations of the department including law enforcement, investigation, training, and community relations. The Department includes 91 sworn police officers and 36 civilian support personnel who provide 24-hour emergency and non-emergency services to the community.

Pflugerville Police Department is embraced and supported by the community. Resident surveys dating back to 2012 indicate a strong support for the Police Department and satisfaction with police services.

The Police Chief reports to the City Manager. The Police Department command staff team includes an Assistant Chief; an Operation Services Bureau with a commander, and three Lieutenants; Patrol Bureau with a Commander and two Lieutenants; and an Administrative Services Bureau with a Director of Administrative Services.

It is the Mission of the Pflugerville Police Department to actively engage our community by inspiring trust and respect to keep those we serve safe.



## Pflugerville Justice Center

1611 E. Pfenning Lane

512-990-6700





# DEPARTMENT DIVISIONS

- **Central Records** provides services including Accident/Collision Reports, Open Records requests, Alarm Permits, and Peddler/Solicitor permits.
- **Criminal Investigations Division** is responsible for the follow-up investigations of misdemeanor and felony complaints.
- **Dispatch/Communications** satisfies the immediate communication needs of the agency in daily activities and during emergencies.
- **Office of Community Liaison** serves the community by managing numerous outreach activities including National Night Out, Blue Santa, Citizens on Patrol and the Citizens Police Academy.
- **Patrol** serves for the protection of life and property and the promotion of the safety and welfare of the general public.
- **Professional Standards Unit** is responsible for recruiting, hiring, training, internal affairs investigations, use of force reviews and vehicle fleet maintenance.
- **Traffic Division** is responsible for enforcement of traffic laws.
- **Victim Services** meets victim's needs through a 24/7 victim services program benefiting any personal situation.





# THE POLICE CHIEF

The Police Chief will have progressed through the ranks of a municipal police department or county sheriff's office and have considerable experience in a senior command role in a mid-size agency. The Police Chief will have an open and motivating leadership style that fosters team building, trust and cooperative relationships between all divisions, departments, administration, City Council and the community. The Police Chief represents the department and interacts with elected and appointed officials, members of other local, regional, state or federal agencies, community groups, educational institutions, civic groups, the media and others to build partnerships, develop awareness, and address concerns while sharing trends and listening to diverse perspectives with the intent of finding solutions.

## THE IDEAL CANDIDATE

The Ideal candidate for Police Chief will be a servant leader of impeccable character who can build relationships internally and externally and puts the success of others before their own. During a recent internal survey, Police Department employees expressed a desire for a leader who is a **strong communicator, demonstrates commitment to officer well-being and safety, and has experience recruiting, training and retaining quality personnel.**

In addition, when residents of Pflugerville were surveyed, they cited **integrity and accountability, experience working with diverse populations** and **strong leadership skills** as the top qualities desired in our new Chief of Police. In terms of priorities, residents ranked **maintaining overall community safety, enhancing training for the department, and expanding community trust** as most important.

The ideal candidate will be a confident, but humble leader with the ability to bring immediate credibility to the position. They will have a progressively successful career that demonstrates the ability to create and guide an inclusive and transparent department. Specific attributes include:

- Repair, build, and maintain relationships within the department.
- Proven record of building positive and engaging relationships which contribute to a culture of inclusion.
- A professional with a passion for police work and exemplary customer service.
- A leader who recognizes and values the needs of an inclusive community.
- The skill and ability to determine the effectiveness of departmental programs and procedures and make changes when necessary.
- The ability to lead by example within the department and the community.
- A life-long learner who champions continuous improvement and training.
- Collaborative style which demonstrates an ability to build rapport.
- Focused on leadership development at all levels and ensures accountability for all actions.
- Has a record of ethical and professional conduct that can withstand intense public scrutiny.



## EDUCATION AND EXPERIENCE

The ideal candidate for Police Chief will possess a minimum of a Bachelor's degree in Police Science, Criminal Justice, Public or Business administration or a related field from an accredited college or university or commensurate experience. The selected candidate will possess or be eligible for certification by the Texas Commission on Law Enforcement (TCOLE) at the intermediate level or its equivalent as determined by that Commission. The candidate must possess at least ten (10) years of progressively responsible work in police administration, five (5) of which must have been in a command level of law enforcement management.

## KEY OPPORTUNITIES/PRIORITIES

- **Officer Recruitment and Retention** - in the very competitive world of police recruitment, work to recruit quality individuals to the department and create an environment that is conducive to development and success.
- **Develop Trust Within the Department** - Foster a stable, trusting and supportive environment where all employees, sworn and non-sworn, are heard and respected.
- **Culture Development** - Celebrate a culture of equity, inclusion, respect, accountability, and transparency within the department.
- **Training** - Improve training for supervisors, officers, and non-sworn personnel.
- **Strategic Planning** - developing and implementing a plan and vision for the future of the department considering current and future population growth and the evolving needs of the community.
- **Community Relations** - develop and sustain strong community relationships and partnerships.

## ACCOLADES

**2020:** Two officers recognized as Officer of the Year from the Hope Alliance. An officer was recognized with the Guardian Angel Award from the 100 Club of Central Texas.

**2019:** The Department won the Outstanding Team Award, a Guardian Award and Outstanding Emergency Communications Operator Award from the 100 Club of Central Texas. Recruitment video TAMI Award from Texas Association of Municipal Information Officers.

**2018:** TAMI Award for the Blue Santa is Coming to Town video.

**2017:** Best in Texas award and ranked 11th Nationwide for National Night Out from National Town Watch. Top 100 safest places to live from the National Council of Home Safety and Security.





# COMPENSATION AND BENEFITS

The City of Pflugerville offers a competitive salary commensurate with qualifications and experience. The position also includes employer paid healthcare, dental, vision, and life insurance. The City has 11 paid holidays per year with 24 hours of personal holiday leave, along with 12 days of sick and 15 days of vacation time.

The City participates in Texas Municipal Retirement System (TMRS) at an employee deposit rate of 7% with a City match of 2:1 and five (5) year vesting. The City also offers additional retirement options through ICMA Retirement Corporation (ICMA-RC). Relocation assistance may be available.

## TO BE CONSIDERED

The hiring process is designed to allow candidates to demonstrate those qualities that make them an ideal fit as the Chief of Police in our dynamic and exciting city. Most of the vetting process will be virtual. In addition to submitting application and background materials, candidates may be asked to participate in interviews, writing exercises, and provide other details to assist our decision-making. Finalist exercises will likely be conducted in person.

Apply for this position today at **[www.pflugervilletx.gov/jobs](http://www.pflugervilletx.gov/jobs)**. Please include a cover letter and resume within your application. For questions, contact The Bowman Group at (817) 585-4282 or the City of Pflugerville's People and Culture (Human Resources) Department at (512) 990-6175. The position is open until filled.

