



CHIEF OF POLICE

CITY OF SUGAR LAND, TEXAS



PUBLIC SECTOR EXECUTIVE RECRUITMENT



ABOUT SUGAR LAND

Sugar Land, the “Sweetest City in Texas,” is one of the state’s most diverse, progressive, and responsive municipal organizations and one of the best places to live, do business, work, and visit. Located 20 miles southwest of downtown Houston, Sugar Land boasts some of the nation’s best master-planned communities, parks, trails, and world-class medical facilities. Additionally, Sugar Land consistently ranks among the most beautiful and safest cities in the nation.

CITY GOVERNMENT

The City of Sugar Land operates under the Council-Manager form of government. With this structure, citizens elect a mayor and six (6) council members who establish City ordinances, resolutions, and initiatives, as well as approve the City’s annual budget and five-year CIP.

The City Council appoints a City Manager who is the Chief Executive Officer of the City. The City Manager implements Council approved policies and directs the City’s day-to-day operations, initiatives, and programs, while providing leadership to all department heads through an Executive Team.

\$299M
City Budget

848
CITY FTEs

THE POLICE DEPARTMENT

The Sugar Land Police Department (SLPD) has been CALEA certified since 2001 and exemplifies quality law enforcement, crime prevention, and community policing. Additionally, the department delivers outstanding police services in an active, professional, respectful, and efficient manner to the citizens of Sugar Land, daily business population, pass-through commuters, shoppers, and visitors. The Chief and command staff, as well as all officers cultivate partnerships and joint problem-solving strategies with the community and surrounding agencies to continually increase safety and quality of life.

The SLPD operates under the Beat Accountability System. Captains supervise four (4) departmental divisions – Investigation, Patrol, Professional Services and Support – which provide the structure and resources for officers to develop close relationships with community members, strengthen police effectiveness, and encourage cooperative efforts and safer communities within the six (6) designated Beats.



SLPD VALUES

- Honesty / Integrity
- Accountability / Ownership
- Consistency and Fairness
- Creativity & Innovation
- Positive Attitude
- Teamwork & A Strong Work Ethic

SLPD GOALS

- Maintain a crime rate that is less than or equal to the previous five-year average as well as below the state and national average
- Modernize our response to persons in mental health crisis through policy changes and focused training for officers
- Implement progressive and innovative policing efforts and programs
- Attract and retain a diverse staff, both sworn officers and civilians, reflective of the cultural diversity which exemplifies Sugar Land



\$23M

PD Budget

199

SLPD FTEs

174

Sworn Officers

THE CHIEF OF POLICE

The Chief of Police establishes departmental policies, procedures, and general orders, as well as ensures proper enforcement to maintain a modern, effective, efficient, and responsive police department that provides maximum police protection to the community. Additionally, the Chief is responsible for preparing and presenting the department's budget, ensuring adherence to approved items during the year and leading all departmental service functions. The Chief selects, trains, and develops police personnel and directs operations to ensure that individual and team performance is consistent with the City's goals, mission, vision, and values, including continuing professional education and personnel development to maintain a state of continued preparedness.

Reporting to the Assistant City Manager, and with the support of 199 FTEs (174 sworn officers), and two (2) Assistant Chiefs, the Chief is responsible and accountable for the development, implementation, and continuous improvement of all SLPD goals, objectives, policies, procedures, and priorities of the department. The Chief also approves standard operating procedures; enforces personnel policies; and ensures compliance with local, state, and federal regulations, as well as compliance with 21st century, community driven, stakeholder-informed processes that enhance community safety and well-being.

The Chief of Police represents the department and interacts with elected and appointed officials, members of other local, state and federal law enforcement agencies, community groups, educational institutions, civic groups, businesses, the media, and others. With these groups in mind, the Chief will foster and grow partnerships, develop awareness, address concerns and learn about challenges and opportunities, while sharing new trends in law enforcement and listening to divergent perspectives to find solutions to local challenges and opportunities.



LEADERSHIP OPPORTUNITIES

The Chief of Police will have an opportunity to lead the SLPD towards the achievement of several key citywide objectives, goals, and initiatives that include:

- **Public Safety Training Facility.** Future phases will focus on a training building and an apparatus bay/classroom building, which will accommodate trainings and programs such as incident command simulations, EMS skills training, and a Self-Contained Breathing Apparatus confidence course. The training facility will also include a driving pad to enable various skills training with police units, motorcycles, ambulances, fire engines and public works vehicles.
- **Process Improvements and Technology.** The Chief will have discretion to determine the best methods, approaches, and techniques to continuously improve policing in this decade, and identify technological enhancements that can help the department continue to serve and achieve established goals.
- **Recruitment, Retention, and Development.** The Chief will have an opportunity to implement modern recruitment, mentoring, retention, and advancement initiatives, consistent with the department's vision and the City's commitment to law enforcement, while leading the department through current challenges and into the future.



DESIRED CAPABILITIES

Sugar Land seeks a collaborative, visionary, law enforcement executive who possesses excellent people skills. This member of the City's leadership team will offer strong critical thinking skills, supported by a record of building and maintaining solid relations in the community. The successful candidate will develop and maintain credibility, trust, and respect internally with employees throughout the organization and externally with officials, community leaders, citizens, and representatives from other law enforcement agencies at the local, state, and federal levels. Additionally, the Chief will have a proven record of service delivery excellence, leadership, and employee development that supports the department's commitment to continuous improvement and professional police services. Other desired traits include:

- Servant leader who empowers and inspires officers at all levels in the department through mentoring and staff development;
- Expert communicator who clearly and concisely engages, both verbally and in writing, with other City departments and the entire community;
- Visionary leader with extensive knowledge of modern philosophies and trends in police management that exemplify integrity and professionalism;
- Collaborator who possesses the unquestionable ability to work with diverse perspectives and takes the opportunity to listen to and address community concerns with empathy, transparency, and understanding; and
- Strategic administrator who develops and implements sound departmental policies, making decisions in accordance with laws, regulations, and City/department policies.

QUALIFICATIONS

- Bachelor's degree in Criminal Justice, Police Science, Public Administration, Business Administration, or a closely related field
- At least ten (10) years of professional experience, of which five (5) years must have been as the assistant or deputy chief in an agency similar to the SLPD (or a larger community)
- Valid Texas Commission on Law Enforcement (TCOLE) Advanced or Master Law Enforcement Officer Certification or a comparable certification from another state (must be able to obtain TCOLE certification within 6 months)
- Possession of a valid Texas driver's license (must obtain a Texas driver's license within 2 months of employment)
- A Master's degree and graduation from a command leadership program such as the FBI National Academy, Southern Police Institute, Senior Management Institute for Police, LEMIT's Leadership Command College, or a similar program ***desired, but not required***



COMPENSATION AND BENEFITS

The City of Sugar Land offers a comprehensive total rewards package that includes a base salary in the \$150,000 – \$175,000 range, depending on qualifications and experience. Additional benefits include:

Retirement –

- [Texas Municipal Retirement System](#) (7% employee contribution - 2:1 match)
- 457(b) program, Full-time employees do not participate in Social Security.

Health—

- City-paid basic life (1x annual salary) and AD&D insurance, as well as long-term disability
- 125 Cafeteria Plan that includes medical, dental and vision insurance options for employees and dependents
- Variety of ancillary benefits including supplemental life and AD&D insurance, short-term disability and indemnity plans

Paid Time Off –

- Accruals equal to 12 sick days and up to 20 vacation days (based on tenure)
- 10 paid holidays per year

Other –

- Relocation reimbursement
- Take home vehicle
- City cell phone

APPLICATION AND SELECTION PROCESS

We invite qualified professionals to click on the link below, visit the Baker Tilly Application Portal, review the desired traits, attributes, characteristics, qualifications, and apply.

<https://www.governmentjobs.com/careers/bakertilly>

Application review begins on **Friday, July 22, 2022**. This announcement will remain posted, and we will continue to accept applications until the City of Sugar Land extends an offer to one finalist.

Our process requires the expressed authorization by an applicant to conduct criminal background investigation, credit check, academic verification, and contact references. Pursuant to the state or local laws governing access to public records, all information submitted, including resumes and cover letters, may be subject to public disclosure. For more information about this outstanding career opportunity contact edward.williams@bakertilly.com or call (214) 842-6478.

*For more information about the City of Sugar Land, please visit <https://www.sugarlandtx.gov/>
The City of Sugar Land is an Equal Opportunity Employer*



CITY OF SUGAR LAND

