

A dynamic and visionary leader that exemplifies our core values of Teamwork, Integrity, Innovation and Professionalism is sought by the City of San Antonio for the position of:

Police Chief



THE POSITION

The City of San Antonio is offering a unique and challenging opportunity to provide professional, hands-on leadership as Police Chief of one of the nation's largest police departments. The City of San Antonio is seeking a dynamic, visionary leader to lead all facets of the City's Police Department including field operations, investigations, support services, and general department administration.

The successful candidate will be a well-respected, experienced law enforcement leader with a history of collaborating with internal and external organizations and agencies to provide the highest level of proactive law enforcement services that protect and serve the residents of San Antonio.

THE DEPARTMENT

The City of San Antonio Police department is an award winning, professional organization served by more than 2,000 of the best law enforcement officers in the country.

The mission of the San Antonio Police Department states the department "is dedicated to improving the quality of life by creating a safe environment in partnership with the people we serve. We act with integrity to reduce fear and crime while treating all with respect, compassion and fairness."

The Police department has proudly embraced a philosophy of community policing for many decades. Community policing represents a collaborative effort between a police department and community that identifies problems of crime and disorder and involves all elements of the community in the search for solutions to these problems.

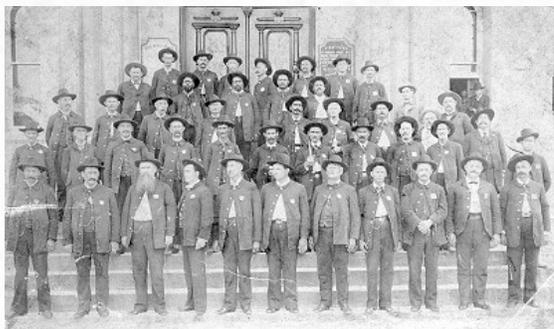
As a part of the department community policing efforts, the department provides Community Services and School Services Programs, Crime Prevention Programs (Neighborhood Watch, National Night Out), Store Fronts, Decentralized Patrol Substations, and the Downtown Foot and Bicycle Patrol Unit. In 1995 the Department created a special Community Policing Unit, the *San Antonio Fear Free Environment Unit* (SAFFE) which links closely with community involvement programs, such as Cellular on Patrol (initiated in 1993) and the Citizen Police Academy (initiated 1994).

These programs have shown considerable success over the past few years. In FY 2014 alone, violent crimes were reduced by 4%, DWI fatalities decreased by 62%, graffiti reports decreased by 9% and vehicle burglaries decreased by 7%.

The department is led by the Police Chief, two assistant Police Chiefs and 6 Deputy Chiefs.

Through the Assistant and Deputy Chiefs, the Police department is broken into three divisions— Police Operations, Operations Support and Service and Support.

There are currently 2,375 sworn positions within the police department, including an additional 307 positions that have been added since 2006. The department receives over 1.2 million calls a year and in FY 2015, has a total department budget of over \$400 million.



San Antonio Police Department circa 1900



ESSENTIAL JOB FUNCTIONS

This position assumes full management responsibility for all Police department services and activities, including patrol, traffic, criminal investigations, special operations, records and communications, internal affairs, and law enforcement; and recommends and administers policies and procedures.

The Police Chief will manage, direct, and oversees maintenance of law and order, protection of life and property, regulation of traffic, apprehension, arrest, and detention of law violators, and maintenance of police records.

To be successful in this position, the Police Chief will need to be a strong communicator who confers with residents and City officials on law enforcement problems; assists in the development of innovative municipal law enforcement policies; and confers with civic and business groups on police and management policies relating to department philosophy.

This position will also respond to media inquiries on police issues and policies as they relate to the community and ensure responsive, appropriate service delivery by conferring with civic, professional, service, fraternal and other community groups.

In addition to leading the law enforcement activities of the City, the Police Chief must provide strong administrative leadership. This includes reviewing disciplinary cases, hiring and motivating staff, developing the department budget and assisting with collective bargaining.

THE COMMUNITY

The City of San Antonio is home to more than 1.32 million residents and was recently ranked by Forbes magazine as one of the best performing cities in America.

Located in South Central Texas, approximately 140 miles from the Gulf of Mexico, San Antonio offers its residents one of the most attractive and affordable lifestyles in the country. Residents enjoy one of the lowest tax rates in the state as well as a plentiful supply of high quality housing and low utility rates.

The City of San Antonio has over 11,000 employees led by a council / manager form of government and is the only major city in Texas to hold the highest possible General Obligation bond rating from all three major credit rating agencies.

Come join the team and be a part of what *Travel and Leisure* calls one of America's Favorite Cities.

REQUIREMENTS

- Bachelor's Degree from an accredited college or university with major coursework in Criminal Justice, Public or Business Administration, or a related field.
- Ten (10) years of increasingly responsible professional experience in municipal police work, including five (5) years of senior command, administrative, or supervisory responsibility or Equivalent combination of education and experience.
- Applicants for this position must pass a Criminal Justice Information Systems (CJIS) fingerprint-based background check and maintain CJIS eligibility.
- Peace Officer of Texas Certificate issued by the State of Texas.

***According to Forbes Magazine,
San Antonio is one of America's
best performing cities***



Compensation & Benefits

Offered salary will be between **\$150,000** and **\$190,000** dependent on the selected candidate's qualifications and education (DOQE). The City also offers an attractive benefits package including:

Health Insurance Coverage

Retirement Contributions

Life Insurance

Deferred Compensation Matching

Paid Leave and Holidays

Relocation Assistance

To Apply

If you are interested in this outstanding opportunity, please send cover letter, resumé, references and salary requirements to:

saexecsearch@sanantonio.gov

This position is open until filled; however, the next review of resumes will be August 2, 2015

Following the next review date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates selected for interview will be contacted by the City of San Antonio's Executive Recruiter.

For additional information please contact:

Joel Jenks, Executive Recruiter
City of San Antonio
Human Resources Department
P.O. Box 839966
San Antonio, TX 78283
Phone: (210) 207-5173

Please note: Under the Texas Public Information Act, information from your resumé may be subject to public disclosure.

The City of San Antonio is an Equal Opportunity Employer.

