



Chief of Police Amarillo, Texas

The Position

The City of Amarillo, Texas is pleased to announce an outstanding opportunity for an experienced, progressive and professional law enforcement executive to be the next Chief of Police. The Amarillo Police Department is a respected police agency and recognized by the Texas Police Chief's Association's Best Practices Program. The next Chief of Police will have an opportunity to lead this accredited department into a new era, following the recent retirement of the previous Chief. The Chief of Police will be hired by and report to the City Manager and will serve as a member of the City's management team with other department directors.

The Police Department is the largest department within the City and is authorized for 371 sworn positions and 60 civilian positions for a total of 431 FTEs. Its 2015/2016 operating budget is \$40,474,320.00 for sworn operations and \$4,325,242.00 for civilian operations for a total of \$44,799,562.00. The Department has four divisions: The Uniform Division, the Detective Division, the Service Division and the Training and Personnel Division. The Department also manages multiple special programs.

The Community

Amarillo is the regional center of the Texas Panhandle and is experiencing manageable growth as an urban center while maintaining a friendly and relaxed community atmosphere. The City is approximately 120 miles north of Lubbock, 360 miles northwest of Dallas/Fort Worth, 285 miles east of Albuquerque and 265 miles west of Oklahoma City. Amarillo has a diversified economy that includes businesses and industries ranging from energy research and development to beef processing, agriculture, copper refining, wholesale distribution, fiberglass production, defense contracting, aviation maintenance, metal machining and finishing and oil and gas production. The City has much to offer residents: the beauty of the Palo Duro Canyon, a quality educational system, fine restaurants and a variety of recreational and cultural activities

The Organization

The City of Amarillo employs approximately 2,500 staff members who provide quality services to the nearly 200,000 residents of Amarillo. The General Fund budget for 2015/16 is \$175,596,280 with a total budget of \$336,233,404. In 1913, following state-enabling legislation, Amarillo wrote its own charter and was one of the first cities in the United States to adopt the council-manager form of government. The City of Amarillo's governing body is made up of the Mayor and four City Council members elected through an at-large voting system. The Mayor and City Council members serve two-year terms and the body meets weekly.

The Ideal Candidate

Candidates must have a proven record of leadership and have an established track record of proactive, hands-on, participative management experience and possess excellent interpersonal, problem-solving, communication, and financial management skills. The successful candidate must have demonstrated success in community-policing and problem-solving policing strategies with a

commitment to using data to reduce crime and traffic problems. The next Chief of Police will have a varied professional background that demonstrates success in working with diverse communities while providing leadership in a professional law enforcement agency engaged in collaborative community partnerships.

Competencies and Personal Characteristics

- Collaborator--be part of the executive team moving the city toward a new vision
- Excellent communicator
- Has a non-autocratic, participative leadership style
- Political savvy—ability to maneuver complex political situations effectively
- Honesty and Integrity
- Approachable and Dependable
- Implements programs with efficiency and diplomacy
- Knowledgeable in best practices in law enforcement and how to implement them
- Decisive—makes decisions based on analysis, experience and professional judgment
- Consensus builder—both internally and with the community
- Highly visible leader with confidence, bearing and respect

Minimum Qualifications

The position requires a four-year college degree. A graduate degree and successful completion of a nationally recognized police management/administration /leadership course is preferred. A minimum 15 years of law enforcement experience with 5 years of progressively responsible command-level experience in a law enforcement agency composed of 100 or more sworn personnel and knowledge of best practices in policing. A current State of Texas Commission on Law Enforcement certification or the ability to acquire the proper certification within one year of appointment.

Compensation

The salary range is \$112,337 to \$172,847, depending on qualifications, with an excellent benefit package.

How to Apply

Applications will be accepted electronically from August 1, 2016 through August 31, 2016 by KRW Associates, LLC, Senior Associate Susan Eaton at seaton9675@msn.com and must include a cover letter, resume (with salary history) and 6 professional references. The City of Amarillo is an equal opportunity employer.

Questions

Questions should be directed to Lorne Kramer, KRW Associates Managing Partner at ChiefCOS@aol.com or (719) 310-8960 or Senior Associate Susan Eaton at seaton9675@msn.com or (303) 377-9675.