



The City of
OKLAHOMA CITY

Police Chief

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Oklahoma City

Oklahoma City has been a transportation and commercial hub in Oklahoma since before statehood in 1907. The City was settled in a single day when nearly 10,000 pioneers staked out territory in what is now Oklahoma City during the famous Oklahoma Land Run of 1889. The combination of the settlers with the large number of Native American tribes, many transplanted from around the country, has evolved into a unique cultural identity.

Incorporated in 1890, the City of Oklahoma City is a charter city and has had a Council-Manager form of government since 1927. The Mayor, elected at-large, leads a Council of eight members, each elected by ward. The Mayor and Council set overall policy and strategic priorities for the organization.

The City of Oklahoma City serves approximately 650,000 residents in a four (4) county, 621 square mile area.

Twenty-two (22) City departments provide a wide array of municipal services and programs. Additionally, municipal trusts play a significant role in the operations of major facilities and services.



Historically, Oklahoma City's economic base has been closely tied to the energy and agricultural markets. Today, the City's economic base is more diversified and seeing growth in the health and technology industries.

The largest employers in the metropolitan area include the State of Oklahoma, The City of Oklahoma City, Tinker Air Force Base, and the University of Oklahoma. Companies with headquarters here include American Fidelity Assurance Company, BancFirst, Chesapeake Energy, Continental Resources, Devon Energy, Express Personnel, Hobby Lobby Stores, Love's Travel Stops & Country Stores, OG&E Energy, MidFirst Bank, Paycom and Sonic Corporation.

Vital among the City's assets are ample water supplies and its central location. Interstate highways I-35 North/South, I-40 East/West and I-44 Northeast/

Southwest converge in Oklahoma City and provide transportation links to the rest of the nation. The new I-40 Crosstown Expressway relocation, which opened in 2013 allows faster travel by incorporating 10 lanes of traffic. These ground transportation routes, together with Will Rogers World Airport, make the City a regional transportation hub.

Local performing arts groups such as the Oklahoma City Philharmonic, Lyric Theater, and Ballet Oklahoma contribute to the City's cultural environment. The Oklahoma State Fair, Red Earth Festival, and the Festival of the Arts attract hundreds of thousands of visitors each year. Other popular attractions are the National Cowboy and Western Heritage Museum, the Oklahoma City Museum of Art, the Oklahoma City National Memorial, the Oklahoma History Center and the National Softball Hall of Fame.

Our NBA team, the Oklahoma City Thunder, ended the 2018 regular season 4th in their division. The Thunder has qualified for the NBA playoffs eight out of their 10 seasons in Oklahoma City.

The City has been the site of numerous Big XII championships in basketball, baseball, and softball and has hosted the opening rounds of the NCAA basketball tournament, the Wrestling Championships and the Women's College World Series. A new USL PRO (minor league soccer) team, Energy FC, begins its fourth season this year. Energy FC is the affiliate of the Major League Soccer Sporting KC.



In December 2009, citizens approved MAPS 3, a seven-year, nine-month tax to fund eight new projects in the metro area. These include a 70-acre central park, a new rail-based streetcar system, a new downtown convention center, sidewalks throughout the City, 57 miles of new bicycle and walking trails, improvements along the Oklahoma River, health and wellness aquatic centers for seniors, and improvements to the fairgrounds. The estimated cost for all of these projects is \$777 million.

In May 2016, the \$45.3 million RIVERSPORT Rapids center opened to provide whitewater rafting and kayaking on an 11-acre facility adjacent to the Oklahoma River. The Center features world class rapids for elite athletes as well as recreational level opportunities for families.

The City was designated as the U. S. Olympics Training Site for canoes, kayaks and rowing in July 2009 and hosted the U.S. Olympic trials for those sports in 2016 at the new RIVERSPORT Rapids center and the Oklahoma River. The Oklahoma River is the only river to have received this coveted designation and is being transformed into a world class competitive and recreation center.





In January of 2016, the City entered into an agreement with the State of Oklahoma and the Chickasaw Nation to complete the American Indian Cultural Center and Museum along the Oklahoma River. The Center will provide 85 acres of park space, with walking trails, interpretive art, and serve as a venue for native performers and educational exhibits.



BETTER STREETS SAFER CITY

In August 2017, citizens approved the Better Streets, Safer City bond and sales tax measure. The temporary penny sales tax took effect January 1, 2018, after the MAPS 3 tax expired, and it's expected to generate about \$240 million over 27 months: \$168 million for street resurfacing, \$24 million for streetscapes, \$24 million for sidewalks, \$12 million for trails and \$12 million for bicycle infrastructure. The sales tax projects are joined by the other major Better Streets, Safer City initiatives: a 10-year, \$967 million bond program (including \$536 million for streets, bridges, sidewalks and traffic control), and a permanent ¼ cent sales tax for more police officers, more firefighters and day-to-day operations.



The City's Vision and Mission

Oklahoma City seeks to further progress as a vibrant, diverse, safe, unified and welcoming community. We will provide exceptional service to residents and visitors. We do this by ensuring the safety of the public, delivering quality services, and maintaining infrastructure to support the growth of the City.

The City's core values include:

- Providing competent, dependable and efficient service to all by knowing our jobs and our City;
- Maintaining dependability and accountability in our relationships;
- Communicating among ourselves and with our community in a tactful, useful, informative and honest manner;
- Listening to the needs of others as a critical part of our communication process;
- Honoring diversity by respecting our customers and fellow employees;
- Committing to continuous improvement and growth through visionary, proactive leadership and technology; and
- Setting standards of quality service by upholding our core values.

In addition to ongoing efforts to improve the quality of life in Oklahoma City, recent initiatives have focused on a commitment to public safety, neighborhoods, criminal and social justice, financial management, economic growth, recreational services, transportation, and high-quality city services. The Mayor and City Council's strategic priorities for FY 2019 include (among others) promoting safe, secure, and thriving neighborhoods and continuing to pursue social and criminal justice initiatives by ensuring equitable justice through continued criminal justice system reform, increasing engagement with residents and community groups, supporting our partners, and promoting access to social services that facilitate a better future for those in need.



The Department

The Oklahoma City Police Department is a full-service law enforcement agency with 1,235 sworn officers and 289 civilian employees. Sworn officers are covered by the Fraternal Order of Police (FOP) collective bargaining agreement. The department operates on an annual budget of over \$207,000,000 and provides services to approximately 650,000 residents within 621 square miles. The department consists of a state-of-the-art headquarters building and five substations, geographically located throughout the City.

The Police Chief leads and directs the department with the assistance of 4 Deputy Chiefs, 10 Majors, 34 Captains, and 155 Lieutenants. Each of the four Deputy Chiefs are assigned responsibility for one of the department's four (4) Bureaus: Operations Central, Operations Metro, Investigations, and Administration:

- The two (2) Operations Bureaus (Operations Central and Operations Metro) are responsible for the department's four patrol divisions (Southwest, Santa Fe, Hefner, and Springlake) and the Uniform Support Division. Officers in the patrol divisions respond to 911 calls, investigate crimes, enforce the law, and provide services to residents. The support division provides critical support to patrol officers and includes the Airport Police, Air Support, Canine Unit, Bomb Squad, Emergency Response Team, Tactical Unit, Traffic Investigations, Solo Motorcycle Unit, Police Community Relations Unit, Municipal Court Detail, Parking Enforcement Unit, and Bricktown Bicycle Unit.

- The Investigations Bureau conducts follow-up investigations of crimes against persons and property and presents investigations to prosecuting authorities. The Bureau consists of approximately 127 detectives specialized in a variety of investigations, such as homicides, assaults, robberies, sex crimes, crimes against children, domestic violence, larceny, burglary, and white collar. The Investigations Bureau also provides critical investigative support, to include the Property Management Unit, Crime Scene Investigations Unit, Forensic Laboratory, and Latent Print Laboratory.

- The Administration Bureau provides administrative support for the department, which includes planning and research, managing a fleet of over 1,000 vehicles, and providing technology support. The Bureau also consists of the Training Division, which is responsible for recruiting, hiring, and training officers; and the 911 Communications Center, which answers over one (1) million emergency calls a year.

The Office of the Chief of Police manages and directs criminal intelligence and narcotic investigations, oversight of Emergency Management including Emergency Operation Plans and disaster responses, media relations, officer support programs, and the department budget. The office consists of the Special Investigations Division, the Office of Professional Standards, the Office of Media Relations, the Office of Finance, the Office of Emergency Management, and the Police Chaplain.



Major Challenges

- Meeting the growing demand for police presence and services.
- Keeping up with the increasing scope and complexity of police services.
- Implementing procedural justice.
- Identifying adequate resources for policing a growing inner-City population and major events.
- Identifying effective methods to attract more diverse recruit school candidates.
- Engaging in and gaining support for criminal justice reform efforts.
- Continuing to improve police/community relations.
- Gaining the trust and support from diverse individuals and groups.
- Developing proactive and innovative strategies and programs to address/reduce crime.
- Training officers on recently enacted medical marijuana and permitless carry laws.
- Overseeing the construction of a recently funded Police and Fire training facility.



The Position

The Police Chief is an FLSA exempt position and is responsible for leading, directing, and overseeing the staff and operations of the Oklahoma City Police Department. The Police Chief exercises broad discretion in managing the operations of the department. He/she reports to the City Manager and/or an Assistant City Manager and works cooperatively to address community issues. Performance is reviewed for attainment of identified goals and objectives.

Essential duties and responsibilities include:

- Leading over 1,500 police professionals in providing effective law enforcement services to a diverse and growing community.
- Promulgating rules and regulations for the department, within a unionized environment.
- Managing and supervising staff, which includes assigning work, providing coaching and training, evaluating performance, and making hiring and disciplinary decisions or recommendations.
- Ensuring citizen complaints are responded to in a timely manner.
- Using a variety of data and methods to analyze crime issues/trends and developing innovative strategies to address those issues/trends.
- Developing strategic partnerships with community representatives, non-profit agency representatives, and other local and federal law enforcement agencies to identify and address law enforcement-related needs in the community.
- Developing, presenting, and administering the department's operating and capital budgets, as well as short and long-range strategic plans.
- Identifying appropriate service and staffing levels and allocating resources accordingly.
- Representing the Police Department on a variety of local, state, and national boards, committees and commissions.
- Establishing and maintaining effective working relationships with subordinates, elected officials, community leaders, civic groups, residents, other law enforcement agencies, union leadership, etc.
- Speaking before diverse community groups and the media to provide information pertaining to crime trends, police/community relations, police department initiatives, etc.
- Keeping City administrators and elected officials apprised of significant issues.
- Ensuring law enforcement services are provided in a professional and ethical manner, and in accordance with applicable federal, state, and local laws.
- Remaining abreast of law enforcement best practices through attendance at seminars and conferences, participating in professional organizations, and reviewing professional publications.
- Overseeing internal affairs investigations alleging officer misconduct, to ensure investigations are thorough.
- Leading in the development and application of modern criminal justice reforms.

The Ideal Candidate

The ideal candidate is a highly effective leader and law enforcement professional, who models the highest ethical standards and holds others accountable to the same. He/she is approachable, trustworthy, apolitical, and committed to the excellent delivery of service to residents.

He/she has a passion for public service, has experience developing and implementing short and long-range strategic plans, and is committed to improving the efficiency and effectiveness of law enforcement programs, services, and processes, while enhancing officer safety. He/she supports diversity within the department and building collaborative relationships with union officials and community groups. He/she communicates openly and honestly, and is comfortable meeting with diverse groups of people and the media. He/she is forward thinking and will develop and support criminal justice reforms, as well as introduce other innovative and/or best practice methods and processes for reducing crime and fostering positive community/police relations.

Job Requirements:

- Must be at least twenty-one (21) years of age.
- Must be a citizen of the United States.
- Must have a minimum of a Bachelor's degree, preferably in a law enforcement-related field.
- Must have a minimum of five (5) years' experience in a senior level position of a large law enforcement agency.
- Must possess a valid driver license.
- Must be certified as a peace officer in Oklahoma by the Council on Law Enforcement Education and Training (CLEET), or meet all requirements necessary for CLEET certification and obtain such certification within six (6) months of assuming the position, or as otherwise allowed by state law.
- Must successfully complete a course of training meeting at least the minimal criteria established by CLEET for police chief administration and successfully complete an approved police chief administrative school, which has been developed by the Oklahoma Association of Chiefs of Police and approved by the Council within twelve (12) months of assuming the position.
- Must meet annual CLEET training requirements.
- Must have knowledge of criminal justice reform and procedural justice principles.
- Must have experience developing and administering multi-million dollar operational and capital improvement budgets.
- Must have experience speaking in public to large groups and the media.
- Must have experience collaborating, and working as a strategic partner with local, state, and federal law enforcement jurisdictions and civic and community leaders to address public safety issues and concerns.
- Must have skill in handling conflict and criticism.
- Must have skill in managing, supervising, and evaluating law enforcement personnel in a unionized environment.
- Must have skill in developing and implementing short and long-range strategic plans and evaluating the effectiveness of such plans.
- Must have skill in interpreting and applying law enforcement-related federal, state, and local laws, codes, and regulations.
- Must have skill in communicating effectively, both verbally and in writing.
- Must have skill in establishing and maintaining effective working relationships with a wide range of diverse individuals and groups.
- Must have ability and willingness to work in a high stress environment.

Preferences:

- Graduate of police management institutions, such as the National Executive Institute, Sr. Management Institute for Police, or the FBI National Academy.

Working Conditions and Physical Requirements

Work is performed primarily inside a climate-controlled environment, with occasional local and out-of-town travel to attend meetings, conferences, or seminars. Periodically exposed to inclement weather, gruesome and/or bloody crime scenes, incidents, or images. Subject to exposure to hazards common to patrol officers when reporting to crime scenes. Subject to emergency call-outs at all hours of the night, and frequently required to work varying and extended hours. Physical requirements include: speech and hearing enough to make presentations and communicate by telephone or in person; near vision enough to read reports/documents and computer screens; arm-hand steadiness and manual finger dexterity enough to write and type on a keyboard.

Compensation and Benefits

The salary is dependent upon the qualifications and experience of the selected candidate. Benefits include:

- 96 hours of vacation leave per year
- 130 hours of sick leave per year
- 10 regular holidays per year
- Retirement plan
- Credit union with full banking services
- Employee medical center for employee and covered dependents
- Tuition reimbursement
- Employee assistance program
- Life, health, dental and vision insurance options
- Disability plan



How to Apply

Submit an online application and resume at:
governmentjobs.com/careers/oklahomacity

An email address and password are required to create a profile. Attachments, such as a resume, cover letter, etc. may be included. Resumes will be accepted until 5:00 p.m., on April 1, 2019.

**For questions call (405)-297-3373 or
email careers@okc.gov.**