A wide-angle photograph of the Austin, Texas skyline. In the foreground, the calm waters of Lady Bird Lake are visible, framed by lush green trees. The middle ground shows a dense cluster of modern skyscrapers of various heights and architectural styles, including the Frost Bank Tower and the W Hotel. The background features a bright blue sky with scattered white clouds.

The City of
AUSTIN, TEXAS

Chief of Police

Recruitment Services Provided by Ralph Andersen & Associates



Welcome to **Austin, Texas**

The City of Austin offers a career capstone opportunity for progressive police executives. The next Chief of Police will lead a Police Department for one of the most admired cities in America and beyond. Opportunities for the next Chief of Police include momentous reforms, explosive growth, international events. Austin is a city that offers it all, personally and professionally!

The City of Austin

This vibrant and dynamic city tops many lists for business, entertainment, and quality of life. One of the country's most popular, high-profile "green" and culturally vibrant cities, Austin was recently selected the number one Best Place to Live in the U.S. (U.S. News & World Report). In 2016, Forbes named Austin the city most likely to prosper over the next decade on their America's Cities of the Future list, and the City of Austin ranked in the top ten on the Forbes list of America's Best Employers for 2017.

Austin continues to lead the country with its vision of being a beacon of sustainability, social equity, and economic opportunity; where diversity and creativity are celebrated, where community needs and values are recognized, where leaderships come from its community members, and where the necessities of life are affordable and accessible to all.

Emerging as a player on the international scene with events such as the Austin Marathon, Rodeo Austin, Austin Urban Music Festival, Blues on the Green, Austin Pride Festival, Austin Trail of Lights, SXSW, Austin City Limits, Formula 1, and being home to companies such as Apple, Samsung, Dell, Oracle, and Ascension Seton Healthcare. From the home of state government and the University of Texas to the Live Music Capital of the World and its growth as a film center, Austin has gained worldwide attention as a hub for education, business, health, and sustainability.

The City offers a wide range of events, from music concerts, food festivals, and sports competitions to museum displays, exhibits, and family fun. Austin is also home to a wonderful ballet, world-class museums, one-of-a-kind shopping, and beautiful outdoor spaces. You can just as easily spend your morning paddling the lake as you can strolling through a celebrated history museum.

Located at the edge of the Texas Hill Country – rolling terrain of limestone bluffs, springs, rivers, and lakes – Austin's temperate climate is ideal for year-round jogging, cycling, hiking on the City's many trails, or swimming at Barton Springs or one of the area's many other swimming holes.

There are several excellent golf courses in the area as well as recreational opportunities for rowing, kayaking, canoeing, camping, rock climbing, disc golfing, mountain biking, fishing, and more. Austin truly has something to offer for everyone.



City Government

The City of Austin is a progressive, full-service municipal organization operating under the Council-Manager form of government. Austin has a 10-1 council system with an at-large Mayor and Council Members that represent ten districts. The Mayor and Council Members may serve in their respective seats for four years with a maximum of two consecutive terms.

The City Council appoints the City Manager, who is the chief administrative and executive officer of the City. The City Manager is responsible for guiding and directing day-to-day operations as well as providing strategic research, recommendations, and management leadership to the City Council on the city budget, programs, policies, and services. The City Manager implements the organization's administrative responsibilities with a strong team of Assistant City Managers and department executives. Supported by a staff of more than 15,000 and a budget of \$4.2 billion, the City Manager and staff deliver a broad range of services to the citizens of Austin.





City of Austin Strategic Direction 2023

The City Council adopted six Strategic Outcomes and Indicators in 2018 as part of Strategic Direction 2023, a guide to improving the quality of life and civic participation in the Austin Community over the next three to five years. The Austin Police Department reports to an Assistant City Manager, who oversees the Safety strategic outcome. The Chief of Police, as well as the rest of the leadership team from APD, will be responsible for supporting cross-departmental issues and involving external stakeholders as it relates to the six Strategic Outcomes. For more information, visit www.austintexas.gov/service/view-citys-strategic-direction-plan.



Reimagining Public Safety

The City of Austin has made numerous reforms to public safety over the years including conducting an investigation of systemic discrimination and bias within APD and establishing the Office of Police Oversight.

The April 24, 2020 death of Mr. Michael Ramos during an interaction with APD officers amplified calls to end disparities in how communities of color are treated when they interact with officers. Those calls became part of a moment of national racial reckoning with the May 25, 2020 death of George Floyd at the hands of a Minneapolis police officer.

In August 2020, after hours of community testimony, the City Council passed a historic budget to redefine public safety. Also, the City Manager charged his Executive Leadership Team with creating a City-Community Reimagining Public Safety Task Force to collaboratively co-create a framework in which public safety will be reimagined, redefined, and reformulated.

The City of Austin is committed to implementing policy and cultural changes to address the disproportionate impact of police violence on people of color and other affected communities.



The Austin Police Department

Austin is consistently ranked as one of the safest large cities in the nation to live and work, and much of this has been achieved by the dedicated personnel in the Austin Police Department. Responding to over one million calls for service annually, APD provides services with 1,809 sworn officers and 246 non-sworn professional staff and has a FY 20-21 budget of \$240.8 million. The Neighborhood-Based Policing program – comprised of Patrol and Patrol Support represents over one-half of APD's FY 2020-21 budget. The Patrol regions use directed patrols and tactical teams to supplement regular patrols in order to address emerging crime "hot spots" quickly and to prevent ongoing crime issues. Hot spots and other emerging trends are identified by crime analysts using data analysis to link call volume and crime patterns. Patrol Support, which includes district representatives and detectives, is often used in crime reduction and prevention strategies, as well.



APD provides police services to the residents of Austin in a variety of ways. Officers assigned to patrol and field operations respond to calls for service, provide traffic control, and assist citizens in solving neighborhood problems to enhance their quality of life. Highway Enforcement officers conduct investigations of serious injury collisions, special traffic initiatives, abandoned vehicle removal, and driving while intoxicated (DWI) enforcement.

APD has a number of specialized units committed to keeping Austin safe, including Gang Suppression, Auto Theft Interdiction, Child Abuse, Financial Crimes, Digital Forensics, Homicide, Special Events, Training, and Recruiting. The Department also has civilian support units including Crime Analysis and Crime Records as well as units that provide community outreach through the Police Activities League and Police Explorer Post, Citizens' Police Academy, Blue Santa, and the National Night-Out Program.



Challenges and Opportunities

The next Chief of Police for the City of Austin will be presented with a number of foreseeable challenges and opportunities in which to excel:

- Like many major cities in America, Austin is reimagining how it provides public safety services. Austin is approaching this process in a methodical and strategic approach and the next Chief of Police will begin during a period of intense change for the Austin Police Department. The challenges and opportunities related to this initiative alone are many. Working through a cultural shift from “warrior” to “guardian” is a significant component moving forward. The Chief of Police will need to help the City, including APD, adapt and emerge from reimagining in a manner that reduces the disparate impact of policing on communities of color as well as improves public safety for all who live, work, and visit in Austin.
- During the reimagining period, the Chief of Police will need to strategically allocate resources to ensure policing services continue to be delivered effectively and equitably. Specifically, with staffing reductions, attrition, and a temporary suspension of academy classes, APD will need to significantly reallocate its resources in the near term.
- The next Chief of Police will have the opportunity to lead the Austin Police Department through a period of reconciliation and trust building with the Austin community. The Chief will need to forge connections to the Austin community in new ways, ways that increase both accountability and safety. Austin, and the nation, is increasingly becoming aware of institutional racism as it exists in an organization and, specifically, in policing. This is, unquestionably, the most fertile time in history to raise awareness and drive reforms in policing, and it will require the Chief of Police to lean into uncomfortable conversations and changes.
- Reimagining Public Safety notwithstanding, Austin is Austin and as the City emerges from the pandemic period, large scale events with international appeal such as SXSW, Austin City Limits, and Circuit of the Americas Formula 1, and the Austin Marathon will return. Austin’s growth will likely place it as the 10th largest city in the nation.

The Ideal Candidate

In addition to being ethical, well-qualified, and experienced, the next Chief of Police must possess certain traits that will be essential for success:

- The ideal candidate will have a demonstrated track record of leading a police department through a period of significant change, especially change that is of intense interest to the community.
- The ability to work effectively, and forge relationships, in the many diverse communities in Austin is essential. The next Chief should have a sound understanding of the history of institutional racism in policing and work to continue to provide public safety services in an equitable manner. The Chief should be a vocal proponent for diversity, equity, and inclusion and should continually work to make the Austin Police Department, top to bottom, representative of the community that it serves.
- Top candidates will have experience working effectively to build strong and healthy labor-management relationships, especially during periods of significant change.
- The ability to balance competing interests and priorities will be essential to success. The community, the department, and the city organization will all tug at the Chief of Police for time, resources, and commitments and oftentimes the tugs will be in different directions. The Chief of Police will need to be a strong and sincere communicator and a collaborator with the ability to bring people together.
- A successful Chief of Police in Austin will take advantage of the City's innovative and progressive spirit and strive to set APD as the national leader in public safety.



What People are Saying

US NEWS & WORLD REPORT

Austin is No. 1 on U.S. News' Best Places to Live ranking.

CONDENAST.COM

Austin-Bergstrom named among 10 best U.S. airports in Condé Nast Traveler Awards.

INC MAGAZINE

Austin is one of the top twenty most innovative cities in America.

FORBES MAGAZINE

Austin tops "America's Cities of the Future" ranking of cities most likely to prosper over the next decade.

Qualifications

The following are minimum qualifications required for the Chief of Police:

Education: Bachelor's degree from an accredited college or university with major coursework in Criminal Justice or a related field.

Experience: At least seven years of experience in a related field, including four years of experience in a management capacity.

Certification: Certification by the Texas Commission on Law Enforcement Officer Standards and Education at the intermediate level or its equivalent as determined by the Commission.





Compensation and Benefits

The City of Austin will offer a highly competitive salary to the selected candidate that is dependent upon career experience and qualifications.

The City of Austin offers an excellent benefits package including the following major areas:

- **Retirement:** The City of Austin Employees' Retirement System (COAERS) is a defined benefit pension plan with vesting after five years of continuous service. For additional information, call the Pension Office at (512) 458-2551.
- **Insurance:** The City provides excellent insurance plans for employees, including health, dental, life, short- and long-term disability, and vision coverage.
- **Holidays:** 14 holidays per year are observed (12 official and 2 personal).
- **Vacation Leave:** Accrue 1.92 days of vacation leave per month (23 days per year) with a maximum accumulation of 400 hours. Cash payout of leave balance not to exceed 240 hours upon separation from the City in good standing.
- **Sick Leave:** 1 day per month; unlimited accrual.

Austin offers a wide array of additional benefits. Please visit <https://www.ralphandersen.com/jobs/cop-austin-tx/> for a comprehensive summary of executive benefits.

Recruitment Process

This position is considered open until filled with the first review of resumes to begin **June 7, 2021**. To be considered, candidates must submit a compelling cover letter, comprehensive resume, and three professional references via email to apply@ralphandersen.com. Interested candidates should apply early in the process for optimum consideration.

Before final interviews, candidates will be required to sign a release form to authorize verifications to be conducted, including employment history, degrees obtained, and other certifications.

This recruitment incorporates existing rules and regulations that govern public sector recruitments in the State of Texas. In accordance with public disclosure/open record laws, information submitted for consideration may be made available to the public upon request by interested parties.

Confidential inquiries are welcomed to Chief Greg Nelson (ret.) or Chief Bryan Noblett (ret.) at (916) 630-4900.





LEARN MORE & CONNECT

Find out the latest information about this recruitment, Austin initiatives, opportunities and fun things to do in the Live Music Capital of the World.



[Recruiter's Website](#)



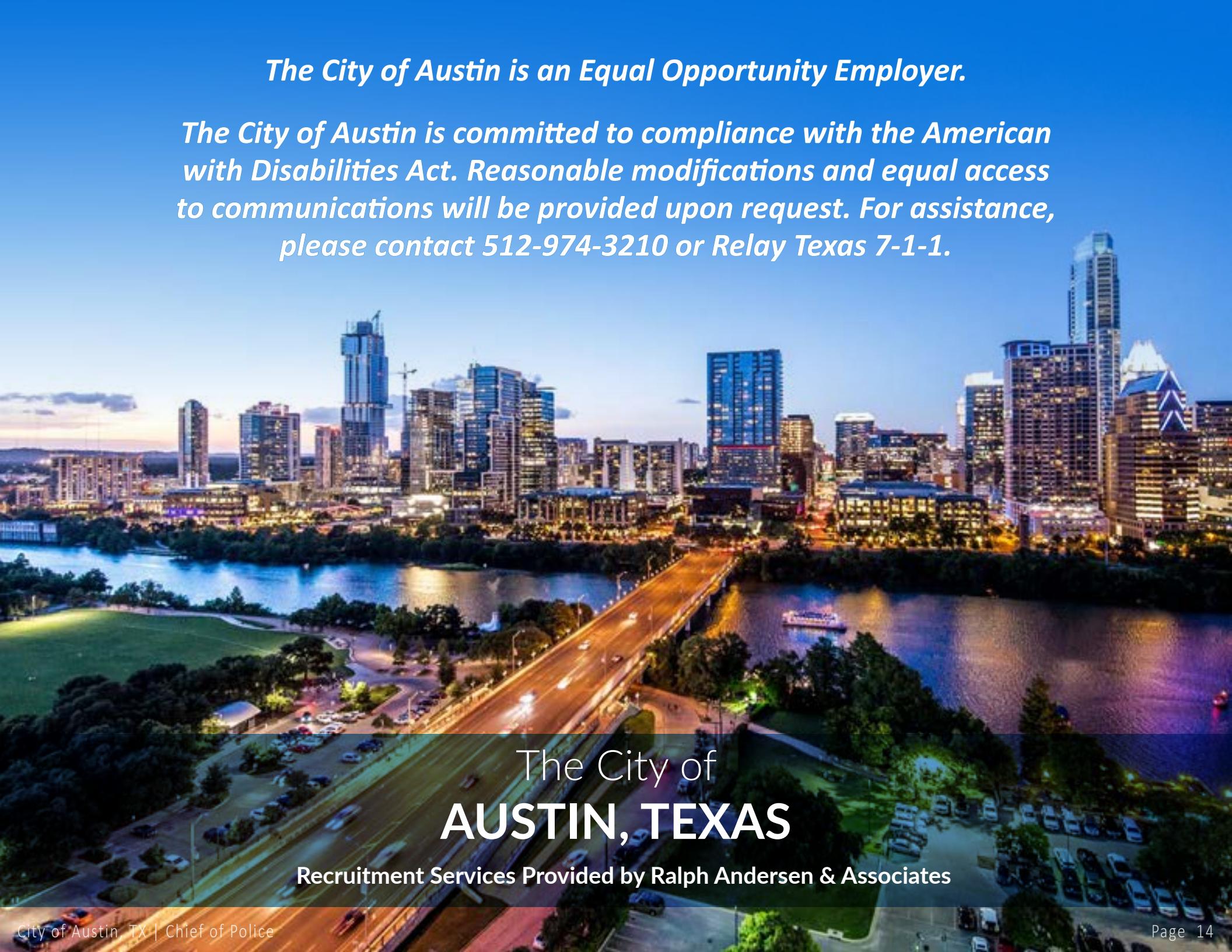
[City's Website](#)

[Apply Today!](#)



The City of Austin is an Equal Opportunity Employer.

The City of Austin is committed to compliance with the American with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request. For assistance, please contact 512-974-3210 or Relay Texas 7-1-1.

A wide-angle, aerial photograph of the Austin, Texas skyline at dusk. The city is reflected in the Colorado River in the foreground. A bridge spans the river. The sky is a clear blue. The city lights begin to glow as the sun sets.

The City of **AUSTIN, TEXAS**

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