

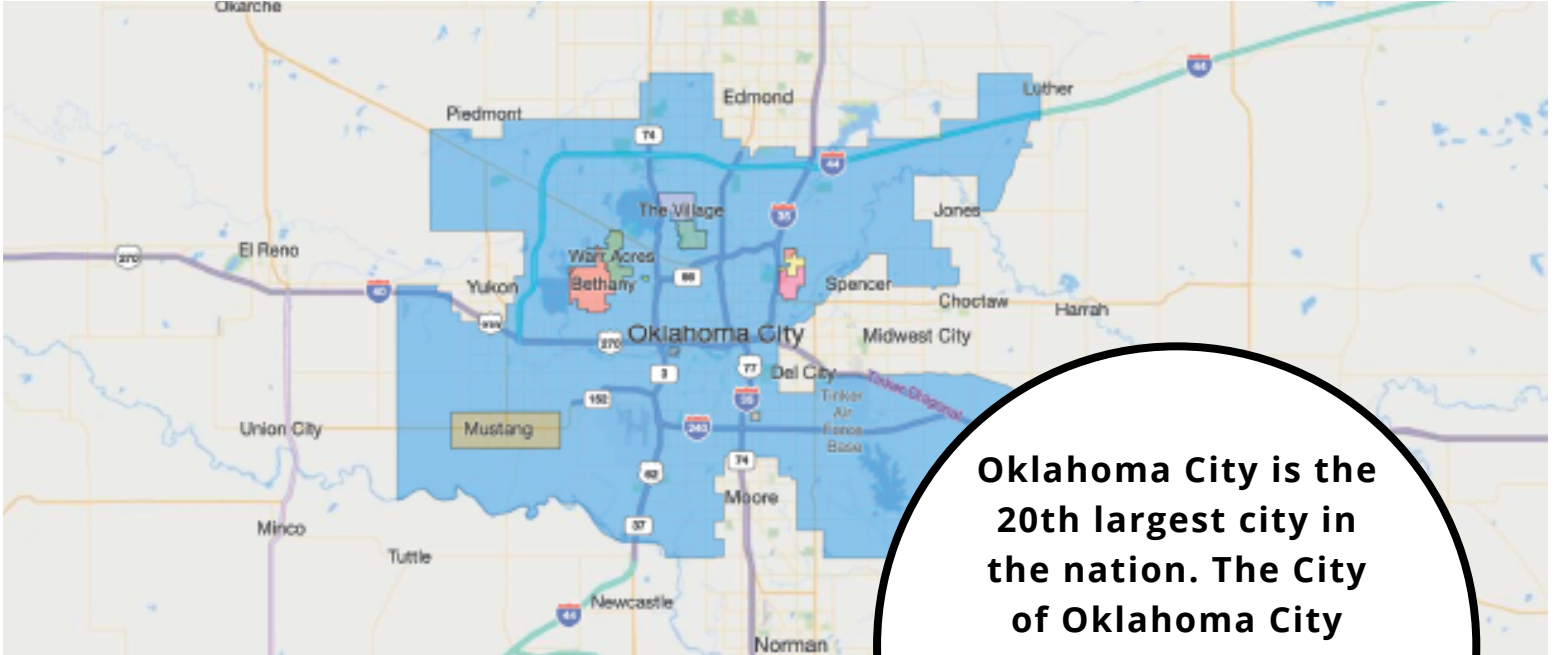


# City of OKC

## Chief of Police



# WORK FOR OKC



**Oklahoma City is the 20th largest city in the nation. The City of Oklahoma City serves approximately 694,800 residents in a four (4) county, 621 square mile area.**

## About OKC

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.

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.

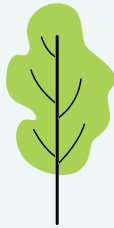
Vital among the City's assets are ample water supplies and its central location. Interstate highways I-35 North/South, I-40 East/West and I-44 Northeast/Southwest converge in Oklahoma City and provide transportation links to the rest of the nation. The I-40 Crosstown

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 First Americans Museum, National Cowboy and Western Heritage Museum, Oklahoma City Museum of Art, Oklahoma City National Memorial, Oklahoma History Center, and National Softball Hall of Fame.

## DEPARTMENTS



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.





Our NBA team, the Oklahoma City Thunder, competes in the National Basketball Association as a member of the league's Western Conference Northwest Division.

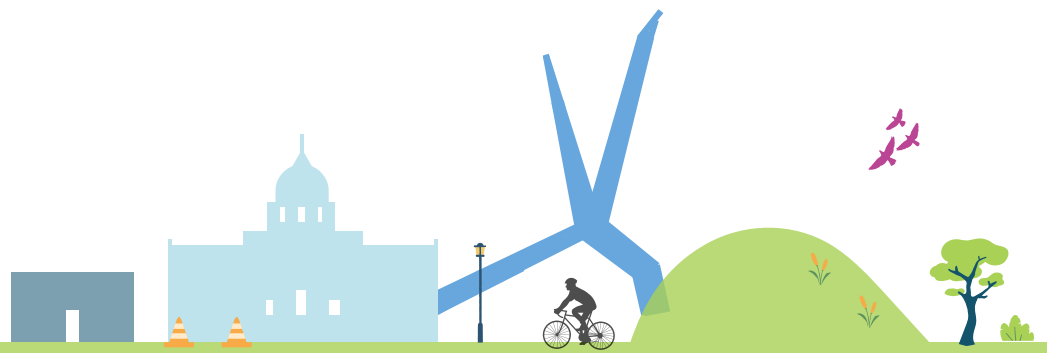
The City has been the site of numerous Big XII championships in basketball, baseball, and softball and has hosted the opening rounds of the NCAA basketball tournament, the Wrestling Championships and the Women's College World Series. Our USL PRO (minor league soccer) team, Energy FC, is the affiliate 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.

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 First Americans Museum along the Oklahoma River. The Center provides 85 acres of park space, with walking trails, interpretive art, and serves as a venue for native performers and educational exhibits.

In September 2017, citizens approved the Better Streets, Safer City General Obligation Bond and a sales tax measure. The General Obligation Bond is a 10-year, \$967 million program (including \$135 million for parks, \$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 temporary penny sales tax took effect January 1, 2018, after the MAPS 3 tax expired. Sales tax collected over the 27 months was \$264,584,295 and to date with interest the board has allocated \$839,020,748 million toward projects.

In December 2019, citizens approved MAPS 4, a debt-free public improvement program funded by a temporary penny sales tax that will raise a projected \$978 million over eight years. MAPS 4 keeps Oklahoma City' sales tax rate unchanged. The sales tax took effect April 1 when the Better Streets, Safer City temporary sales tax expired. More than 70 percent of MAPS 4 funding is dedicated to neighborhood and human needs. The rest is for quality of life and job-creating initiatives. For detailed information about MAPS 4 go to: [okc.gov/government/maps-4](http://okc.gov/government/maps-4).



## **THE CITY'S VISION & 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.



# OKC POLICE

## The Department

The Oklahoma City Police Department is a full-service law enforcement agency with 1,235 sworn officers and 451 professional staff. Sworn officers are covered by the Fraternal Order of Police (FOP) collective bargaining agreement. The department operates on an annual budget of over \$268,365,566 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 5 Deputy Chiefs, 12 Majors, 35 Captains, and 155 Lieutenants. Each of the five Deputy Chiefs are assigned responsibility for one of the department's five (5) Bureaus: Operations North, Operations South, Investigations, Special Operations and Administration.



**The two (2) Operations Bureaus (Operations North and Operations South)** are responsible for the department's four patrol divisions (Southwest, Santa Fe, Hefner, and Springlake), the 911 Communications Center, Police Community Relations 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, Emergency Response Team, Traffic Investigations, Solo Motorcycle Unit, Municipal Court



# DEPARTMENT

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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 department's

Wellness Team, Chaplain, and Licensed Professional Counselor.

**The Special Operations Bureau** is responsible for the Criminal Intelligence Division. The Intelligence Division includes Violent Crime Investigations, the Violent Crime Apprehension Team, Criminal Analysts, Real Time Information Center, Child Predator Investigations, Computer Forensics, Criminal Interdiction, Narcotics Investigations, Canine Unit, Bomb Squad and the Tactical Unit. The Uniform Support Division also falls under Special Operations and includes the Airport Police, Air Support, Emergency Response Team, the Traffic Safety Unit, Municipal Court Detail, Parking Enforcement Unit, and Bricktown Bicycle Unit.

**The Office of the Chief of Police** manages and directs the Office of Professional Standards, the Office of Media Relations and the Office of Finance.



# Compensation

The approved salary range for this position is **\$165,411.36** to **\$252,856.80** and is dependent upon the qualifications and experience of the selected candidate.

## 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. They report 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.

### Major Challenges

- Meeting the growing demand for police presence and services and recruiting personnel to handle such demands.
- Continuing to improve police/community relations.
- 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.
- Gaining the trust and support from diverse individuals and groups.
- Developing proactive and innovative strategies and programs to address/reduce crime.



- Overseeing the construction of a recently funded Police and Fire training facility.

### **Essential Job Duties**

- 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.
- Identifying appropriate service and staffing levels and allocating resources accordingly.
- 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.
- Keeping City administrators and elected officials apprised of significant issues.



- 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.
- Remaining abreast of law enforcement best practices through attendance at seminars and conferences, participating in professional organizations, and reviewing professional publications.
- Ensuring law enforcement services are provided in a professional and ethical manner, and in accordance with applicable federal, state, and local laws.
- Leading in the development and application of modern criminal justice reforms.
- Overseeing 911 communications.



- Overseeing internal affairs investigations alleging officer misconduct, to ensure investigations are thorough.

## The Ideal Candidate

### Stakeholder Engagement

The City Manager's Office authorized Public Sector Search & Consulting (PSSC) to engage with internal (OKCPD) and external stakeholders about the desired characteristics of the next Chief of Police. PSSC received direct feedback from local community leaders, organizations, and police employees.

The feedback received is reflected in the "Ideal Candidate" description below.

The Chief, as a beacon of continued progress and positive movement, will champion professional service to all Oklahoma City neighborhoods as outlined in the 39 recommendations resulting from the initiative between the city and 21CP Solutions, known as Public Safety Partnership. The next Chief will also be:

## **Strategic**

The ideal candidate for chief of police must have a strategic approach to law enforcement and build on existing efforts to ensure positive outcomes in the community—especially for historically underserved communities. This individual embraces the use of innovative policing methods, integrating technology to improve efficiency and effectiveness and inform decision-making in a way that maintains individual privacy.

The next Chief will prioritize effective communication and transparency with residents, businesses, Police Department employees, the City Manager, and the Mayor and City Council. They will continue to work closely with the community and local, state, and federal agencies to create a cohesive strategy to address crime and disorder. The next Chief will focus on reengineering the department's approach to the recruitment and hiring processes to boost staffing levels. By recruiting, hiring, and retaining a diverse workforce committed to the highest standards in professional law enforcement, they will ensure a strong and inclusive police force.

## **Inspirational**

The ideal candidate is an inspirational leader and experienced executive who is committed to fostering a positive culture within the police department. The next Police Chief will promote community-based and 21st-century policing strategies that allow officers to build transformational relationships with community members that build trust, improve safety, and break down barriers. The next leader of the OKCPD will promote safety, emotional and physical wellness, and a sense of belonging among all Police Department employees through professional development, continuous training, and career growth opportunities for both sworn and civilian employees.

The ideal candidate will ensure a culture that demonstrates empathy and understanding when managing issues with the unhoused and those in mental crisis because a compassionate approach prioritizes safety through de-escalation and collaboration with social services organizations.

This chief of police will inspire confidence and trust through intentional outreach by actively engaging the Latino, African American, and Asian communities. They will also champion youth programs and community programs to foster lasting relationships with the next generation, creating a positive image of law enforcement.

### **Engaging**

The ideal chief of police will engage, build trust, and sustain working relationships with a wide range of partners, including residents, businesses, and community-based organizations. An individual who excels in building relationships across communities and other organizations will excel in Oklahoma City. The next Chief maintains open lines of communication with the public and works hand in hand with labor unions, fostering an atmosphere of mutual respect. Their style will reflect a customer service model that prioritizes community needs and works diligently to improve responses to public concerns.

The new Chief will be a public face, always present in the OKCPD, and will have the conviction and courage to proactively address challenges and make tough decisions while standing up for what is in the best interest of the community and the department.

### **Expert**

The ideal police chief will have an extensive knowledge and experience in law enforcement operations, including developing and implementing strategies to reduce crime. The next Chief is a leader who addresses both crime and the fear of crime, so residents are safe and also feel safe in the community.

## 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's 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 skill in managing, supervising, and evaluating law enforcement personnel in a unionized environment.



- 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 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, Senior Management Institute for Police, or the FBI National Academy.



## Working Conditions/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.
- 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.



## Total Rewards

### Our competitive benefits package includes:

- 96 hours of vacation leave a year
- 130 hours of sick leave a year
- 11 regular holidays a 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

To be considered for this exceptional career opportunity, candidates should apply immediately by emailing a comprehensive resume, compelling cover letter, and list of professional references to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com). A first review of resumes will take place on **June 7, 2024**.



References will not be contacted until mutual interest has been established.

Public Sector Search & Consulting, Inc. is conducting the search. Confidential inquiries regarding this career opportunity should be directed to:

Kenton Buckner, Senior Consultant/  
Chief of Police (Ret.)  
[kenton@publicsectorsearch.com](mailto:kenton@publicsectorsearch.com)  
Cell: 502.794.1943  
Office: 916.789.9990

## An Equal Opportunity Employer

The City of Oklahoma City is an equal opportunity employer and values diversity and inclusion.

The City of Oklahoma City will not discriminate against any applicant or employee because of race, color, creed, national origin, ethnicity, religion, sex (to include sexual orientation and gender identity and/or expression), age, genetic information, disability or political affiliation.

If you require reasonable accommodation at any time during the hiring process, please notify one of the Human Resources Department Representatives by calling

