



# POLICE CHIEF

## CITY OF PLANT CITY, FLORIDA

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First Review of Applications: March 11, 2024



PUBLIC SECTOR EXECUTIVE RECRUITMENT



## THE COMMUNITY

Plant City is a charming community known for its rich agricultural heritage, historic downtown, and warm Southern hospitality. Located in the middle of Florida's west coast, 25 miles east of Tampa, immediately west of Lakeland, and 60 miles west of Orlando in northeast Hillsborough County (the 4th largest county in the state.) Named after Henry B. Plant, who constructed the railroad connecting Plant City to the South Florida Railroad, Plant City thrives in its historic role as an agriculture center and is home to a robust manufacturing sector and a high quality of life.

Also known as the Winter Strawberry Capital of the World, Plant City produces more than three fourths of the nation's midwinter strawberries and is known for the annual Florida Strawberry Festival®, which brings more than a half million visitors to the area during February. While boasting one of the finest community colleges, Hillsborough Community College, and a high-tech community hospital, South Florida Baptist Hospital, Plant City is proud of having the best of big-town amenities combined with its small-town charm. More than 2,000 acres of privately owned industrial parks are in the City, which are home to regional distribution centers for companies such as ACE Hardware, Evergreen Packaging, Lowe's Hardware, Inc., C&S Wholesale, Linder Industrial Machinery, Home Depot, Gordon Food Service, International Paper, James Hardie Building Products, Dart Container Corp., City Furniture, and Tata Tea.

Plant City offers the perfect blend of small-town charm and modern amenities. From tree-lined streets and picturesque parks to bustling farmers' markets and cultural festivals, Plant City has something for everyone. At the heart of this community is a profound keen sense of pride and unity, with residents and businesses working together to create a safe, inclusive, and welcoming environment for all.



## THE ORGANIZATION

The City of Plant City operates under a Commission-Manager form of government. Five City Commissioners are elected at large to serve overlapping three-year terms, one of whom serves as Mayor-Commissioner for one year. The City Commission appoints the City Manager, City Clerk, and City Attorney; The City Manager appoints all other administrative and professional positions. The City has an annual budget of \$108,779,353, approximately 491 Full Time Equivalents, and has adopted "Embracing the Future, While Preserving the Past" as a theme that captures residents' desire to adapt and plan for expected growth, while protecting the enduring assets and the hometown charm of Plant City. For more information, visit <https://www.plantcitygov.com/>.





## THE POLICE DEPARTMENT

The Plant City Police Department (PCPD) is a full service, Excel Level State Accredited law enforcement agency committed to promoting and supporting public safety and protecting the rights and property of residents.

Headquartered in a 67,000 square foot state-of-the-art facility that includes an indoor pistol range and 9-1-1 Public Safety Answering Point. The current staffing is 105 full-time employees, including 78 sworn officers. Captains organize department divisions including Information Services Division, (Communications Unit, Technology Unit, Evidence Unit, and Records Unit), Investigative Services Division (Criminal Investigations Unit, Special Investigations Unit, and others), and Uniform Patrol Division (Traffic Unit, K-9 Unit, Special Weapons and Tactics Unit, Honor Guard Unit, and Special Events Unit).

In March of 2020, the Commission for Florida Law Enforcement Accreditation awarded the PCPD the Excelsior level of accreditation, which is the highest level of achievement in Florida accreditation a criminal justice agency can earn, making the PCPD one of 88 law enforcement agencies in the State of Florida to earn this status. PCPD first earned accreditation in 2005 and has accepted the challenge of securing reaccreditation every three years since (2008, 2011, 2014, 2017, 2020, and again in 2023) with no corrective actions or compliance issues.

The PCPD enjoys an outstanding reputation as a quality police agency and prides itself on being one of the finest, accredited, and respected police departments in the State of Florida, due to its longstanding commitment to excellence, the Florida Accreditation process, and its commitment to serving the citizens of Plant City.

### Mission Statement

**"In partnership with the community, and while affording dignity and respect to all persons, our mission is to maintain order, improve the quality of life of our citizens, and develop our members to their greatest potential."**





# THE POSITION

Reporting directly to the City Manager, the Plant City Police Chief performs highly responsible administrative law enforcement work including planning, organizing and directing the activities of the Department in accordance with federal, state, and local laws, and accepted police practices. With an annual budget of \$15,038,201, the Chief is also responsible for the effective, efficient, and responsive operations of the PCPD by providing inspirational leadership, and effective management of activities, measures, programs, and services designed to prevent crime, protect lives, and protect property, maintain, and restore order when necessary. The City requires the successful candidate to meet the department's residency requirement within six (6) months of hire date, unless otherwise approved by the City Manager. [Click here to view the full job description.](#)

## Essential function and duties include:

- Formulates and reviews policies and regulations governing activities of the Police Department in consultation with the City Manager and with the assistance of direct reports.
- Develops, establishes, reviews PCPD's mission, annual goals, and objectives, and manages police operations.
- Establishes standards of conduct for police officers and other department personnel; directs the selection and development of officers, including annual in-service training to ensure compliance with accreditation and criminal justice standards.
- Cooperates with other city, county, state, and federal law enforcement agencies in matters of mutual interest or concern such as in the apprehension and detention of wanted persons, the recovery of stolen property, and participation in joint agency task force operations.
- Attends civic club meetings and other public gatherings upon request to explain the activities and functions of the Police Department to improve police-community relations.



## DESIRED TRAITS, ATTRIBUTES, AND CHARACTERISTICS

Plant City desires to hire a respected, team-oriented, visionary leader who has a reputation of being a trusted leader, and a professional who holds the highest degree of integrity, law enforcement competence, and an unquestionable commitment to service excellence. The new chief must also bring a verifiable history of the ability to build and maintain strong relationships in the department, the organization, and the community. Additionally, the ideal candidate must have exceptional communication skills and be skilled at building trust, openness, and mutual respect throughout the department. This seasoned law enforcement leader must understand the importance of not only doing things right, but also have the courage and wherewithal to always do the right things. The new Police Chief must be an outstanding listener and communicator (both orally and in writing) and have the passion, character, and competence to be diplomatic and visible in the community, demonstrating a keen understanding of the challenges and opportunities of policing in this new era.



## EDUCATION AND EXPERIENCE

Graduation from an accredited four-year college or university with a bachelor's degree in criminal justice or closely related field. A minimum of 10 years of extensive progressive experience in police work including experience as a command officer in charge of a major division. Possession or ability to secure a valid Florida Driver License, possession of or the ability to secure a Florida Law Enforcement Certification as established by the Florida Criminal Justice Standards & Training Commission required. Graduate of an accredited executive level training program, such as Florida Department of Law Enforcement's Senior Leadership Program, Southern Police Institute or FBI National Academy, master's degree, from an accredited college or university in Criminal Justice or a closely related field preferred.



## BENEFITS AND COMPENSATION

The established salary range for this position is **\$113,152 to \$184,433**, depending upon the background and qualifications of the successful candidate, plus use of a city vehicle. The successful candidate will also participate in the City's Public Safety Employee Retirement System. The city has a highly competitive benefits program including paid sick, paid vacation, Medical, Dental and Vision insurance, Employee Assistance Program, Life & Long-term Disability Insurance and various other supplemental benefits.

# APPLICATION AND SELECTION PROCESS

We invite qualified professionals to submit a cover letter and resume by visiting our website at:

**[www.governmentjobs.com/careers/bakertilly](http://www.governmentjobs.com/careers/bakertilly)**

Application review begins on Monday, March 11, 2024. Following the first review date, we will evaluate all applications against the posted qualifications, and may extend invitations to submit additional information, including references, and a formal interview (virtual or in-person) to a select few. This announcement will remain posted, and we will continue to accept applications until the City reaches an agreement with one finalist. For more information, please email [Edward.Williams@bakertilly.com](mailto:Edward.Williams@bakertilly.com) or call 214-842-6478.

Our executive recruitment process requires the expressed authorization by Individuals selected as finalists to authorize the completion of background report check (criminal, driving record, academic credentials, etc.) prior to an interview. Pursuant to the state's legislation governing access to public records, all information submitted, including resumes and cover letters, may be subject to public disclosure.

## ***AA/ADA/EEO/VP***

The City of Plant City provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

Confidentiality: under Florida's Public Records Act, information from your application is subject to public disclosure at any point in the recruitment process.

