



THE CITY OF HENDERSON

is currently accepting applications for the position of

CHIEF OF POLICE



An award winning community and highly acclaimed place to live and thrive, Henderson was ranked as the fifth-safest city in the nation based on crime data in the FBI Uniform Crime Report. Henderson has also been named as “One of the Best Cities to Live in America” by Bloomberg Businessweek. In 2014, Henderson was again ranked as one of the Top 10 “Safest Cities in the United States” by LawStreetMedia.com.

Incredible Opportunity for a Strong Leader

The award-winning City of Henderson, Nevada is recruiting nationally for a Chief of Police with a highly successful public safety career complemented by a demonstrated track record of inclusive and transparent leadership. Guiding an organization with strong management skills with an unwavering commitment to best practices, enhanced internal policies, and unquestionable high standards will be key priorities of the new Chief. Reporting to the City Manager, the Chief of Police will oversee a total staff of 627 (434 sworn) with an operating budget of approximately \$116.2 million. The ideal candidate will have excellent leadership and decision-making skills and also be a person of integrity and unwavering ethics.

Top candidates will have experience successfully managing organizational change and advancing collaboratively-crafted, comprehensive reforms. Additionally, top contenders will bring immediate credibility to the position and have a command presence that will quickly engender trust within the organization and the public. Based on the high expectation of the citizens of Henderson and an equally involved business community, having an engaging interpersonal style, complemented by outstanding communication skills, will be essential for the new Chief of Police.

The Community

Located in Clark County, the City of Henderson (pop. 302,070) is the second largest city in Nevada, after Las Vegas. The City is part of the

Las Vegas metropolitan area and encompasses 105 square miles along the southeastern portion of the Las Vegas Valley. Henderson is 16 miles southeast of the City of Las Vegas and provides residents with premier services and amenities. With a 95% resident satisfaction rate, this community also enjoys the benefits of being the largest full-service city in the State of Nevada, providing police, fire, emergency medical services, water, and wastewater services. The City provides this full array of services while having the lowest property tax of Nevada's four largest cities.

In addition to a variety of residential areas throughout the municipal area, the City of Henderson is also known for many master-planned residential areas including: Anthem, Cadence, Green Valley, Green Valley Ranch, Inspirada, Lake Las Vegas, MacDonald Ranch, Madeira Canyon, Seven Hills, Sun City Anthem, Sun City MacDonald Ranch, Tuscany, and Whitney Ranch. For more information on the City of Henderson visit www.cityofhenderson.com.

City Government

The City of Henderson was incorporated in 1953 and is governed by a Council/Manager form of government. Henderson's city government is comprised of a Mayor and four City Council members who are elected at large on a nonpartisan basis, although no two council members can be from the same ward of the City's four wards. Per the Henderson City Charter, the City Council appoints three executive officers that report directly to the City Council; a City Manager, a City Attorney, and a City Clerk. The City Council appoints the City Manager to oversee City operations and

function as the Chief Executive Officer. The City Manager, Robert Murnane, was appointed in 2015 and oversees 1,947 full-time staff on a city-wide basis, complemented by more than 1,110 part-time staff in this full-service municipal organization. The City of Henderson's total budget for Fiscal Year 2018 is \$541.9 million.

The Department

The Henderson Police Department (HPD) is one of the most technologically advanced in the country and is nationally accredited through the Commission on Accreditation for Law Enforcement Agencies (CALEA). HPD is a dynamic department with multiple Bureaus / Divisions. Facilities include three police stations (East Station with Administration and Investigative Services; North

Vision Statement – To make Henderson the safest city in the country by providing premier police services through innovation and partnerships with the community.

Station with Community Relations Bureau; and West Station), Henderson Detention Center, and Animal Control facility. The Corrections Division currently maintains a staff of approximately 114 employees with an average daily inmate population of approximately 500 inmates. Medical and mental health care are provided by a contracted medical service provider. The Department is also responsible for Animal Control Services, which includes lost & found, adoption, and pet licensing.

The Position

The Chief of Police is an at-will management-level position reporting to the City Manager. The Chief is directly responsible for the administration, efficiency, and general conduct of all Henderson Police Department community policing, law enforcement, and crime prevention activities.

Key Responsibilities

- Inform and advise the City Council, through the City Manager and Assistant City Managers, on all law enforcement issues affecting the City; provides law enforcement advice, support, and information to Department Heads on proposed policy and procedure changes affecting department operations.
- Serve as the primary spokesperson to the public and the media.
- Establish Departmental policies; review and interpret laws and regulations affecting the City; direct and perform complex managerial work in the enforcement of laws and the preservation of peace within the community; provide law enforcement advice, opinions, and services to the City Council, City Manager, Assistant City Managers, and Department Heads.
- Establish, interpret, and enforce operating policies within the Henderson Police Department that are consistent with the City Manager's objectives and organizational policies; evaluate the results of overall operations and service levels and provide regular reports to the City Council through the City Manager and Assistant City Managers.
- Identify community law enforcement and public safety priorities; develop and implement programs to achieve established priorities; develop City law enforcement policies and procedures and ensure compliance with local, state, and federal laws and regulations.
- Develop service related issue plans for forecasting long-range operational and capital improvement needs and present reports to the City Council, City Manager, and Assistant City Managers.
- Define the responsibilities, authority, and accountability of all direct subordinate managers and provide them with regular reviews and general guidance; develop strategic priorities, goals, and objectives; establish criteria to determine efficiency and effectiveness of the Henderson Police Department.

- Direct cooperative efforts with local, state, and federal law enforcement officials in the apprehension and detention of wanted persons; oversee federal, state, private research, and development grants; determine the scope of work for which funds are needed and direct the proposal preparation and administration of grant funds.
- Direct and oversee the development and administration of the annual operating budget for the Department in collaboration with the City Manager's Office; assess Departmental needs and recommend purchases for state-of-the-art law enforcement and public safety equipment.
- Develop cooperative professional relationships with representatives of law enforcement agencies, judges, attorneys, the media, federal, state, and other public sector organizations, community leaders, private consultants, and citizens; and serve as City representative on advisory boards, professional organizations, and committees.

Ideal Candidate

The ideal candidate will be a reform-minded leader who conveys a strong and effective command presence, combined with having outstanding people and management skills. The ideal candidate will also be capable of inspiring trust and confidence in all facets of Henderson's diverse communities, as well as earning the respect and confidence of both sworn and civilian employees. The next Chief of Police will be well-versed in community-oriented policing and problem solving, have a proven reputation for being accessible and transparent, and have the ability to build partnerships between the Department and the greater community to maintain the low crime rate and protect the high quality of life enjoyed by both residents and visitors. He / She will be a communicative, confident, collaborative, and decisive leader with sensitivity, political acumen, good judgment, astute organizational awareness, strong professional presence, and an inspiring demeanor.

The ideal candidate will:

- Possess a passion for public service and public safety;
- Have an unwavering commitment to internal (Departmental) organizational practices and standards;
- Exhibit exceptional leadership skills by having the ability to work with and establish relationships with a wide-range of stakeholder groups, strategic partners, elected officials, colleagues, and the media;
- Have demonstrated the ability to hold others to values characterized by a commitment to integrity, honesty, transparency, humility, proactivity, innovation, gender equity, diversity in the workplace, compassion, service excellence, and responsive leadership;
- Have extensive knowledge of complex urban environments and a successful track record of equitably serving and working with all spectrums of a multi-cultural and socioeconomically diverse community;
- Exhibit outstanding communication skills by being hands-on, open, and receptive to working with people to establish an environment of trust and respect;
- Be politically savvy yet apolitical;
- Be active and engaged in the community by participating and attending civic events;
- Embrace technology by encouraging and promoting innovative ideas and enhancements to service delivery;
- Be data-driven with the ability to make decisions based on facts and merit, while maintaining flexibility; and
- Display a demonstrated commitment to community-oriented policing and problem solving, staff development, and morale building to set a positive tone within the Department and achieve a higher standard of professional accountability.





Minimum Qualifications

Education – Bachelor’s degree from an accredited college or university with a major in Criminal Justice, Police Science, Law Enforcement, Public or Business Administration, or a closely related field.

Desirable – Federal Bureau of Investigations (FBI) National Academy training or comparable executive-level law enforcement training.

Experience – Fifteen years of progressively responsible law enforcement experience, to include five years of mid- to upper-level management experience for a police department.

An equivalent combination of related training and experience may be considered.

Driver’s License – Must possess or have the ability to obtain and maintain a valid Nevada or “border state” driver’s license, as defined by NRS 483.

POST Background Required – Must possess, or have the ability to obtain, an executive level Nevada Peace Officer Standard Training (P.O.S.T.) Category I Certificate within the first twelve months of employment, as a condition of continued employment.

Final Selection and Appointment – The City Manager will select the final candidate based on a combination of education, experience, and credentials that best fits the needs of the City of Henderson. Ratification by the City Council is required by City Charter.

Compensation

The annual at-will salary range is \$125,985 to \$193,823 plus an executive benefits package. Current benefits include annual paid time off, life insurance, and participation in the Nevada Public Employees’ Retirement System plan. The City of Henderson **does not** participate in Social Security except for the Medicare portion. Candidates should be aware that the State of Nevada has no personal income tax. For further information or clarification, contact Ralph Andersen & Associates.

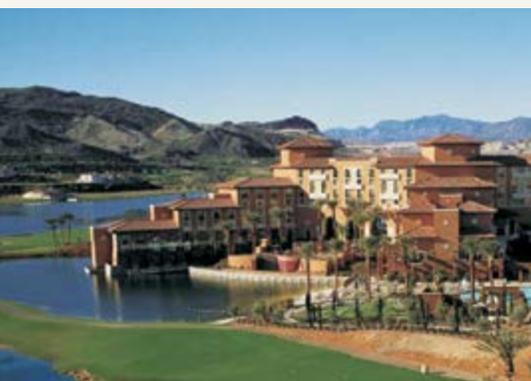
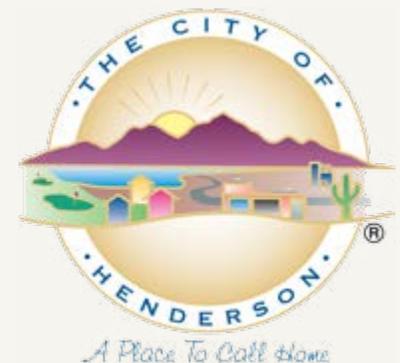
To Be Considered

To be considered for this position, candidates must submit a compelling cover letter, comprehensive resume, and current salary via email to apply@ralphandersen.com. Interested candidates are encouraged to apply immediately and no later than **Monday, July 24, 2017**. Review of resumes will be ongoing throughout the application process. This recruitment and selection process may be expedited once a sufficient number of highly qualified candidates apply. On-site Panel Interviews will be held during early-to-mid August. Additional follow-up meetings with the City Manager may take place in mid-to-late August with Finalist Candidates and may include further introductions on a limited basis to Elected Officials, Department Directors, Union Representatives, and Community / Business Leaders. It is anticipated that the City’s final selection process will be completed by the end of August, followed by a comprehensive background required by the State of Nevada P.O.S.T. Per the City’s Charter, the City Council must ratify the selection at a public meeting. Ideally, the new Chief of Police will begin in late September (or at a mutually agreed upon date), understanding that the P.O.S.T. background may impact the start date for the new Chief.

Confidential Evaluation and Selection Process

– The Search Team of Ralph Andersen & Associates will conduct the initial evaluation of submitted materials to determine the best overall match with the established criteria, as outlined in this recruitment profile. The evaluation and selection process may consist of a supplemental questionnaire, written exercise(s), and/or a mock presentation to further evaluate relative experience and overall suitability for this position. Ralph Andersen & Associates will recommend the most highly qualified candidates to the City Manager for consideration based on a combination of education, career experience, and accomplishments that best fits the needs of the City of Henderson. **Important to note: this process will not require a pre-release of names, and Panel Interviews will not be conducted in a public forum.** The Search Firm, in conjunction with the City Manager, will handle all aspects of this recruitment process to ensure the utmost in confidentiality for interested individuals.

Should you have any questions regarding this position or the recruitment process, please contact the Search Team of: Ms. Heather Renschler, Project Director, or Chief Greg Nelson (Ret.), Project Co-Director, at (916) 630-4900. Confidential inquiries are welcomed.



The City of Henderson is an Equal Opportunity Employer