THE CITY OF
MCKINNEY, TEXAS
invites your interest in the position of
CHIEF OF POLICE
This is an outstanding and challenging opportunity to provide leadership and management to a police department in a rapidly growing community in the Dallas-Fort Worth Metroplex. A number of changes have occurred in the Department in the recent past, but the organization as a whole is functioning well under the Interim Chief who will not be a candidate for the permanent position. Needed is an internal leader and manager and a person who has a strong desire to serve and be involved with the community at large.

The City is seeking for its new Chief of Police a respected, professional hands-on leader and manager who is well-versed in the latest techniques of law enforcement, who is collaborative with other metropolitan law enforcement agencies and someone who will work effectively and hand-in-hand with departmental officers and staff. Also desired is an excellent communicator and someone who is very comfortable getting out in the community and being involved.

**ABOUT MCKINNEY**

The City of McKinney, population 149,000, has been selected the #1 Best Place to Live in the United States by Money Magazine. Established in 1848, McKinney, Texas is located 30 miles north of downtown Dallas. It serves as the county seat of Collin County and is situated in the midst of the growth out of Dallas and its northern suburbs. The City of McKinney has established a reputation in the DFW Metroplex for being at the forefront of development and quality of life.

McKinney has experienced a steady population growth in the last three decades. In 2007, the Census Bureau announced that among cities with populations over 100,000, McKinney was the fastest growing city in the nation. McKinney’s population reached more than 130,000 by the beginning of 2011, a 95 percent increase in the previous ten years, and now stands at more than 149,000 in 2014.

Economic development is a central component to McKinney’s strategic plan. Companies in McKinney range from Global Fortune 500 corporations to home-grown, local startups. City efforts have a focus on attracting, retaining and expanding businesses that add vitality to the local economy.

The Gateway development, a 90-acre site owned by the city, is a key entryway to the community. Collin College was the first occupant at Gateway and recently, Emerson Process Management built its headquarters and research and development facility at the site. The four-story 187 room Sheraton McKinney Hotel and Conference Center is scheduled to open in early 2015. In addition, McKinney is home to the headquarters for Hisun Motors Corporation U.S.A., Raytheon SAS business, Encore Wire, radio-controlled car maker Traxxas and the international Wistron GreenTech. McKinney is home to McKinney National Airport, the premier general aviation airport in North Texas. The airport is just one major draw for businesses located in the city. The nation continues to recognize McKinney as a stand-out community with some of the most recent accolades including the October 2014 issue of Money Magazine ranking McKinney #1 on their list of the Best Places to Live in the country. Factors considered included employment, schools, crime and safety, as well as overall quality of life aspects including a feeling of community pride. According to the listing, McKinney’s historic downtown and hometown spirit set the city apart from the rest of suburban America. This adds to the accolades already received from Forbes, Best Life Magazine, Texas Highways Magazine and many more. See www.mckinneytexas.org for a full list of McKinney accomplishments.

The McKinney, Texas brand, Unique by Nature, has come to define the city’s image for residents, businesses and visitors. The brand speaks to McKinney’s natural assets: rolling hills, parks, streams and lakes. It refers to the city’s inherent uniqueness: the historic downtown, cultural diversity, quality of life, business-friendly environment and the dynamic growth the city has seen over the past decade. It represents the spirit of the community – the charming neighborhoods, friendly residents, downtown festivals, a sense of history and the prudent but forward-thinking attitudes of local leadership and the community’s willingness to work together to make McKinney a great place to be. The city’s employees embody the spirit of this brand in their service-minded approach.

McKinney has a unique, rich and diverse spirit in part because of the history that shaped it. Over the years, city leadership’s vision in preserving local history has intentionally crafted a growing community that represents its past while offering a vibrant present and a very promising future. See www.mckinneytexas.org to learn more about McKinney.
MUNICIPAL ORGANIZATION

The City of McKinney operates under a Home-Rule charter providing for the Council-Manager form of government. The city is governed by a City Council composed of the Mayor and six Council Members. The Mayor and two members of the City Council are elected at large and the other four members are elected from single-member districts. All are elected on a nonpartisan basis for staggered, four-year terms with a two term limit. The City Council, as the policy maker, appoints a City Manager to manage the city’s day-to-day operations. The City Manager appoints and removes all officers and employees of the city with the exception of the Municipal Court Judges, who are appointed by the City Council. The City Council also appoints a contract City Attorney firm.

The City of McKinney, with nearly 1,000 employees, prides itself on being a fiscally sound, service-oriented city government serving more than 149,000 residents and growing. The city provides a broad spectrum of programs and critical services including police, fire, emergency ambulance service, library, parks and recreation, water, sewer, refuse and recycling collection and disposal, golf, traffic engineering, street maintenance, community development (planning and zoning) and public improvements.

The FY 2014-15 overall city budget is $367.5M (for all funds) and $216M for the General Fund.

Strategic Goals of the City:
The McKinney City Council has identified the following primary goals:

- Strong, balanced economy
- Fiscally sound city government providing excellent services
- Vibrant historic district: authentic downtown and neighborhoods
- Improved mobility within, to and from McKinney
- Sustainable, unique neighborhoods

Core Businesses:

Additionally, the City Council has identified the following as McKinney’s core business functions as the city strives to meet its goals:

- Plan McKinney’s future development
- Support economic expansion
- Protect people and property, making a safe community
- Respond to emergency situations
- Provide leisure and recreational opportunities
- Manage traffic flow and road system
- Provide essential utility services for daily living
- Serve as a community information and resource center
- Preserve the “McKinney character” – its heritage

ABOUT THE CANDIDATE

The next Chief of Police of McKinney should have earned a Bachelor’s degree in Criminal Justice, Police Science, Public Administration or a closely related field and have kept up with their professional development. A related Master’s degree and Master Peace Officer Certification is preferred, as is graduation from the FBI National Academy or similarly recognized professional development program.

Also required are ten (10) years of increasingly responsible experience in municipal police work including four (4) years of administrative and supervisory experience. Ability to become a Certified Peace Officer in the State of Texas within a reasonable length of time is also required. A valid Texas driver’s license or ability to obtain one is also required.

Any combination of experience that would likely provide the required knowledge is qualifying.

Experience as a Chief of Police, Assistant Chief, Deputy Chief or a command level officer in a community similar in nature and size (or larger) to McKinney would be a plus. Also, experience in an urban environment similar to McKinney would be a plus.

Other attributes desired in the new Chief of Police of McKinney include budget experience, understanding of police department financial operations, willingness to be highly visible in the community, understanding of the value of technology, human resources skills, understanding of generational differences, belief in police cooperation with neighboring cities, and service on regional boards.

The new Chief should be able to deal effectively with expectations of long-time residents and new residents of the community, be compassionate, exhibit unquestioned morals, integrity and ethics, be able to manage in an environment of unparalleled growth, and be willing to make a commitment to stay in McKinney for a reasonable period of time.

The next Chief should also be a team leader and team player, be a service-oriented individual, someone with highly developed interpersonal skills who enjoys public engagement, an excellent verbal and written communicator, someone who is flexible, a visionary individual, and someone who is capable of dealing with citizens at all levels. Also needed is an effective delegator, someone who works well with other chiefs and the city leadership team, and someone who will continue to build partnerships with local schools.

Other attributes sought in the new Chief include a person who is an effective strategic thinker and planner, someone good at human resources, someone with proven organizational skills and a person who is the right fit for the City of McKinney at this point in time.

Desired Knowledge, Skills and Abilities:

Knowledge of:

- Operations, services and activities of the Police Department.
- Principles, practices, and methods of crime prevention, law enforcement, traffic control and patrol services.
- Specialized firearms and communications equipment.
- Principles and practices of program development, municipal budget preparation, financial reporting and management systems.
- Methods and techniques of statistical data collection and analysis.
- Principles of supervision, training and performance evaluation.
- Pertinent federal, state and local laws, codes and regulations.
- City personnel policies and procedures.
- Principles and procedures for developing goals, objectives and management plans.
Ability to:

- Manage and direct a comprehensive, law enforcement and prevention program.
- Develop and administer departmental goals, objectives and procedures.
- Analyze and assess programs, policies and operational needs and make appropriate adjustments.
- Analyze data and information, draw conclusions, and propose responsive actions.
- Identify and respond to sensitive community and organizational issues, concerns and needs.
- Plan, organize, direct and coordinate the work of lower-level staff.
- Delegate authority and responsibility.
- Select, supervise, train and evaluate staff.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
- Research, analyze and evaluate new service delivery methods and techniques.
- Prepare clear and concise administrative and financial reports.
- Prepare and administer large and complex budgets.
- Interpret and apply applicable federal, state and local policies, laws and regulations.
- Communicate clearly and concisely, both orally and in writing.
- Operate a computer and other office equipment.
- Maintain confidentiality of certain City information.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Operate assigned vehicle to travel to various meetings and events in the City.

ABOUT THE POSITION AND THE POLICE DEPARTMENT

The Chief of Police of McKinney is an important member of the city’s leadership team. The position reports to the Deputy City Manager.

The Chief of Police leads, plans, directs, manages and oversees the activities and operations of the Police Department including records management, support and technical service, field operations, training, special programs and criminal investigations; coordinates assigned activities with other departments and outside agencies; and provides highly responsible and complex administrative support to the City Council and Deputy City Manager.

Essential Duties and Responsibilities:

- Assume full management responsibility for all Police Department services and activities; recommend and administer policies and procedures.
- Oversee and participate in the development and administration of the department's budget; approve the forecast of funds needed for staffing, equipment, materials and supplies; approve expenditures and implement budgetary adjustments as appropriate and necessary.
- Direct and manage the development and implementation of departmental goals, objectives, policies and priorities for each assigned service and/or operational area; oversee the development and implementation of policies and plans related to departmental services and operations.
• Establish, within City policy, appropriate service and staffing levels; monitor and evaluate the efficiency and effectiveness of methods and procedures; allocate resources accordingly.

• Plan, direct and coordinate, through subordinate level management staff, the department’s work plan; assign projects and programmatic areas of responsibility; review and evaluate work methods and procedures; meet with key staff to identify and resolve problems.

• Assess and monitor work load, administrative and support systems, and internal reporting relationships; identify opportunities for improvement; direct and implement changes.

• Represent the department to other departments, elected officials and outside agencies; coordinate assigned activities with those of other departments and outside agencies and organizations.

• Review all significant reports, plans, and documents drafted by staff members; direct the writing of new rules and regulations and/or proposals for new programs or projects.

• Provide staff assistance to the Deputy City Manager and/or other executive management staff and the City Council; participate on a variety of boards, commissions and committees; formulate significant policies related to the department’s services and activities; prepare and present staff reports and other necessary correspondence; provide staff support to assigned boards and commissions.

• Respond to and resolve difficult and sensitive citizen inquiries and complaints.

• Perform other duties and responsibilities as assigned.

The McKinney Police Department (MPD) is a full-service municipal police agency that is authorized with 188 sworn officer positions and 50 non-sworn civilian positions. Detention services are contracted with the Collin County Sheriff’s Office located a mile from the city Public Safety Building. For FY 2014-15, the Department’s adopted operating budget is approximately $25,990,000. Police headquarters is housed in a modern Public Safety Building completed in 2006 and shared with the McKinney Fire Department Administration. The agency and its employees are equipped with up-to-date technology, a fully-compliant P-25 radio system, and a superb fleet. MPD has been recognized for being compliant with the Texas Police Chief Association’s Best Practices Program, most recently in 2014. Also MPD is currently engaged in seeking national accreditation through the Commission on Accreditation for Law Enforcement Agencies (CALEA).

The MPD organizational structure is as follows: Two Assistant Chiefs report directly to the Chief of Police as well as the Compliance & Inspections Manager, Internal Affairs Sergeant and a Police Services Executive Assistant. Each Assistant Chief manages a bureau. The Administrative Support Bureau oversees Criminal Investigations, including Crime Scene Search and Property/Evidence, Budget and Purchasing, and Professional Standards. The Professional Standards Bureau includes Hiring, Training, Public Education, Records Section, School Resource Unit, and the Municipal Court and Warrants Unit. The Field Operations Bureau is responsible for Patrol, Traffic, Communications and Special Operations, including Canine Unit, Mounted Unit, Bike Patrol, and SWAT Command. Patrol is deployed in a twelve-hour shift configuration.

The mission of the McKinney Police Department is: “To make the City of McKinney a safe place in which to live, work and visit.” MPD is customer service-oriented. This is demonstrated to our constituents through our personal values: “Do the right thing. Do the best you can do. Treat people the way you want to be treated.”

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COMPENSATION
The starting salary for the new Chief of Police for the City of McKinney will be market competitive, depending on the experience and qualifications of the selected individual. In addition, the city expects to provide an excellent fringe benefit package to the successful candidate. Reasonable relocation expenses will also be provided to the successful candidate.

HOW TO APPLY
For additional information on this outstanding opportunity, please contact James L. Mercer, President/CEO, The Mercer Group, Inc. at 505-466-9500; jmercer@mercergroupinc.com

Confidential cover letters, resumes and salary history should be sent to Mr. Mercer at the address below:

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1000 Cordova Place, #726
Santa Fe, NM 87505

VOICE: 505-466-9500
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E-Mail: jmercer@mercergroupinc.com
Website: www.mercergroupinc.com

First review of candidates will occur on January 19, 2015. Following a process, resumes will be screened by The Mercer Group and interviews with candidates of interest are expected to be held in McKinney in early 2015.

The City of McKinney is an Equal Opportunity Employer. The City of McKinney does not discriminate on the basis of race, color, religion, creed, sex, sexual orientation, age,