



CITY OF GREENVILLE, TEXAS

Available Position Announcement

The City of Greenville, Texas, announces the opportunity to lead its skilled and dedicated Police Department as:

Chief of Police

The City

The City of Greenville, home to approximately 26,600 residents, is county seat for Hunt County. The city continues to serve as the center of commerce and recreation to over 84,000 county residents. The City's convenient location, 45 miles northeast of Dallas along Interstate 30, makes Greenville an attractive growth site for future developments.

The City is a full-service city offering residents and visitors a full range of municipal services, housing, educational and employment opportunities.

The City is organized under the Council-Manager form of government as set forth in the Home Rule Charter. The Police Chief is hired by the City Manager subject to confirmation by the City Council.

The Department



The Greenville Police Department is authorized 53 sworn officers including the Chief and 20 non-sworn personnel. The 2010 annual departmental operating budget is \$6,015,435. The department is comprised of two major divisions: Operations and Support Services. The Operations Division has Patrol and C.I.D. The Support Services Division has Public Safety

Communications, Police Records, Training and Property Management. The Department sponsors community outreach programs such as Crime Stoppers, Citizens Police Academy, Citizens on Patrol and Student Service Officers.

The Police Chief

The Chief of Police is a member of the City's top management team and a recognized community leader. The Chief reports directly to the City Manager and is expected to provide leadership for law enforcement, crime prevention, and public safety services.

The position of Chief, as with all sworn positions in the Greenville Police Department, is subject to the hiring procedures set forth in Chapter 143 Local Government Code, Texas Civil Service Statutes. The previous Police Chief recently retired after 34 years of service with the Greenville Police Department.

The Candidate

The following characteristics are desired in the applicant for the position:

- Demonstrates proficiency in all major areas of contemporary police practices, including management, operations, internal issues, quality assurance, technology, community relations and problem solving.



- Possesses personal and professional integrity and a reputation for following and requiring the highest ethical standards.
- Demonstrates leadership which has emphasized proactive and prevention activities, a customer and community based philosophy and stringent performance standards.
- Able to define a clear vision and direction for departmental personnel and support their actions when performed correctly.
- Ability to lead the department in a manner which garners public trust and confidence and accepts accountability for the department's service quality.
- Possesses the personal and professional dynamics necessary for attracting, developing, motivating, and retaining high quality law enforcement personnel.
- Responds to concerns promptly and has a supervisory style which is decisive, fair and results-oriented.
- Demonstrates ability to discern the public safety needs of residents and the community and address those needs through responsiveness, sensitivity, and effective public safety services.
- Has experience in addressing personnel problems and issues and is considered fair, impartial, and consistent.
- Has the ability to build consensus from differing points of view and is accessible to the community and departmental employees.
- Utilizes performance measurement and best practices techniques.
- Has exceptional communication skills and demonstrates effective methods of communicating with members of the Police Department.
- Supports the recruitment of a diverse work force in terms of race, ethnicity, and gender.

- Sees self as part of the City's top management team.
- Demonstrates the ability to advocate for resources that are cost-beneficial to the community.
- Willing to relocate and live within the city limits of Greenville.

Qualifications

1. Eight years experience in municipal law enforcement. At least five years of which have been in a supervisory or leadership capacity.
2. Bachelor's degree from an accredited college or university or equivalent combination of education and senior management experience.
3. Licensed Peace Officer in the State of Texas or ability to obtain.
4. Desire completion of senior command leadership training from nationally or state recognized agency or institution (e.g., FBI or LEMIT).
5. Eligible for Texas Commission on Law Enforcement Officer Standards and Education Intermediate Certification (Advanced or Master Certification preferred).
6. Meet and maintain physical qualifications for police work.
7. Valid Texas Driver's License with acceptable driving record.

Benefits

15 Vacation Days, 12 Sick Days, 11 Paid Holidays, Employer Paid Group Health, Life, Dental and Disability Insurance, TMRS 7% 2:1 Match Retirement Plan, Plus Optional Deferred Compensation Plan, Credit Union and other benefits.

Salary

Starting Salary Range: Upper \$90's DOQ.



To Apply

Applications are due by June 30, 2010. Applications after that date may be considered if a qualified candidate is not identified from the initial pool.

To be considered for this position, submit an official application for employment, resume and cover letter to:

Barry Robinson, Human Resources Director
City of Greenville
P. O. Box 1049
Greenville, Texas 75403-1049

or

Jobapps@ci.greenville.tx.us

Official application forms are available online at www.ci.greenville.tx.us or by calling the City of Greenville Human Resource Office at 903-457-3118.



The City of Greenville is an Equal Opportunity Employer.