

To the Mayor and Members of the City Council**January 27, 2015**

Page 1 of 1

**SUBJECT: POLICE CHIEF SEARCH UPDATE**

The purpose of this report is to provide an update on the recruitment of a City of Fort Worth Police Chief. Several requests for proposals were received and the firm of Slavin Management Consultants was chosen as the best proposal to conduct this search.

The criteria used to select Slavin Management Consultants included how the recruitment process would be conducted; whether the firm had large city experience in the recruitment of executives and in particular Police Chief search experience; the proposed timeline; the firm's ability to reach out to candidates; ability to perform appropriate background investigation and a demonstrated ability to produce a diverse pool of applicants.

The first phase of the search is for the firm to develop a "position profile." This phase involves meeting with the Mayor, City Council Members, the City Manager and other key stakeholders of the City including staff and community leaders to learn the city's needs such as experience, education and training as well as preferred management style and personal traits. A considerable amount of time will be spent at the beginning of the process to identify the unique challenges of the job and general environment within which the position functions. Arrangements for these meeting are already underway and are scheduled for the week of February 2nd.

In addition to the information gathered for the position profile, the City Manager has requested input from the public, police department personnel and organized support groups such as Code Blue. The recruiter will organize meetings as appropriate; in addition, the Communications and Public Engagement Office will use social media and other avenues to solicit comments from the public and provide tools for police staff to directly comment on what they see are the needed qualities and abilities of the new Police Chief. Staff will be working with the neighborhood and community groups and the media to increase our outreach efforts.

The Mayor and Council may expect regular updates on the status of the recruitment process for the Police Chief.

David Cooke
City Manager