

**To the Mayor and Members of the City Council****April 21, 2015**

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**SUBJECT: POLICE CHIEF SEARCH UPDATE**

The purpose of this report is to provide an update in the recruitment of a City of Fort Worth Police Chief.

In the last report you were informed that the position profile was completed, advertising had begun and were provided with a copy of the profile along with a list of different organizations where ads have been placed in an effort to ensure a diverse pool of candidate. There is nothing materially new to report - applications/resumes are being received and screened. It is still anticipated that the first preliminary review of candidates will take place sometime around the middle of May.

However, to provide more information around what is happening at this stage of the recruitment cycle, in addition to the placement of advertisements in professional publications, the search firm is actively reviewing their database to find candidates they already know and/or already have on file that meet the City's specifications. They rely heavily on their own contacts in related fields and their own experience. In other words, through networking, they will conduct a professional search for the best-qualified candidates and invite them to apply for the position. They will utilize appropriate professional organizations, established contacts and their knowledge of quality jurisdictions and their employees. Candidates that apply are requested to provide substantial information about their accomplishments, management style and philosophy and are screened against the profile for these items as well as education, technical knowledge, experience, personal traits, etc.

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

**David Cooke**  
**City Manager**