



CHIEF OF POLICE



The Opportunity

The Ideal Candidate

CITY OF FORT LAUDERDALE

Fort Lauderdale is looking for a community-driven, motivated, law enforcement leader to become the City's next Police Chief. The next Police Chief will have the opportunity to lead a team of more than 730 of the finest law enforcement officers and support professionals in the nation, and provide a vision on modern policing that will move FLPD into the future.

- ◇ Interpersonal and culturally sensitive.
- ◇ Ethical and of high integrity.
- ◇ A supporter, a coach and mentor.
- ◇ Highly-effective in innovation, delegation, accountability and transparency.
- ◇ A diplomatic, prudent and highly-effective conflict manager.

OPEN UNTIL FILLED.

EXPRESS INTEREST TODAY!!!

This recruitment actively managed by:



MUNICIPAL SOLUTIONS®

EFFICIENCY. TECHNOLOGY. SAFETY.



HISTORY

Approximately 15,000 years ago, many parts of the Florida peninsula were inhabited by the Calusa and Tequesta Indian tribes - the latter lived predominately in what is now the Fort Lauderdale area.

Discovered and claimed by Spanish explorer Juan Ponce del Leon in 1513. After European settlers (Spanish in particular) arrived in 1788, major fights between Indians and settlers occurred (Seminole Wars) but also between US and Spain.



Tequesta Indians

In 1821, the original Spanish territory of *La Florida*, became a US territory with the signing of the **Adams-Onís Treaty** and remained a US territory until 3 March 1845. In 1838 a fort was built, receiving the name of its commander: *Maj. William Lauderdale*. The town built around the fort retained the name of **Fort Lauderdale**. The town continued to develop, and in 1896, the railway and train arrived through the **Florida East Coast Railway**.



In 1911, Fort Lauderdale’s population was merely 150 people - mostly farmers and railway workers. In 1915, the city became seat of **Broward County**. In order to attract students from all over the country for their Spring Break vacations, the city hosted the first **National Collegiate Aquatic Forum** in 1935, and the attraction of Fort Lauderdale as a major Spring Break destination began. By 1965, the city’s population reached 18,000.

In 1942, the U.S. Navy selected the local airport to become the **Fort Lauderdale Naval Air Station (FLNAS)**. This facility became essential in training gunners, radiomen, torpedo bombers, pilots and aircraft maintenance crews during World War II. Many future US officials and politicians were trained here, including former **President George H. W. Bush**.

The infamous **Flight 19** originated here on December 1945 when 5 Navy torpedo bombers never returned from a training mission bolstering the legend of the **Bermuda Triangle**.



US Navy Avenger (1945)

FLNAS still plays a central role in countering Communist influence from Cuba—only 90 miles away.

Throughout the last three decades, Florida and Fort Lauderdale became a major attraction and a highly-desirable place to visit for millions of Spring-Breakers and tourists from all over the world.



Fort Lauderdale Night-life

COMMERCE

Fort Lauderdale is known as the “Venice of America” and Florida is world-famous for its beaches and nature. It’s no surprise that a key economic motor is tourism.

In addition to the allure of its beautiful weather, South Florida also has a thriving business climate. Sectors which are booming in the Fort Lauderdale area include finance, insurance, avionics, film and television productions. In fact, in 2017, Fort Lauderdale won the **Best Large Cities to Start a Business** and **Forbes’ Top Two Happiest Cities for Young Professionals**.

Florida’s GDP growth is performing well since 2013 at 3%, compared to the national rate of 2.4%.

Over 40% of Fort Lauderdale’s businesses are involved in international commerce.

Top 10 Employers located in Fort Lauderdale

Rank	Company Name	Employment
1	Broward County Public Schools	27,500
2	AutoNation	26,000
3	Mednax	11,015
4	Citrix	9,600
5	Extended Stay America	8,500
6	Broward Health	8,000
7	Kaplan	6,388
8	Broward County Government	5,639
9	Broward County Sheriff’s Office	5,400
10	Charter Schools USA	5,273

Sources: zippia.com & Bizjournals

GEOGRAPHY

Fort Lauderdale is located in the southeastern part of Florida, along the Atlantic Ocean, and is a principal city in the Miami metropolitan area which has a population of an estimated 6,000,000 people. It is also the county seat for Broward County.

The incorporated area of the city is approximately 36 square miles with an estimated resident population of 182,000 making it one of the 10 largest cities in Florida.

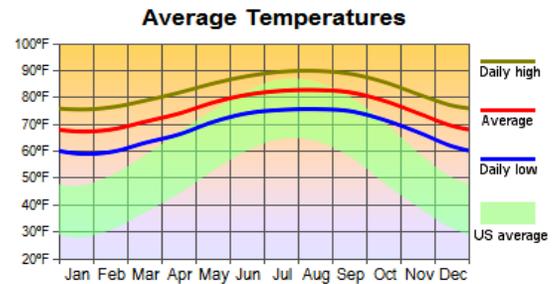
Top Two Happiest Cities for Young Professionals
Forbes 2017



Regional / National Airports

- ◇ **Fort Lauderdale-Hollywood International Airport (FLL)** is located 4 miles from the City center and is served by *Delta, JetBlue, Southwest, Bahamasair, United Airlines, Spirit and Azul airlines*
- ◇ **Miami International Airport (MIA)** is located 35 miles south and **West Palm Beach Airport (PBI)** is 45 miles north with over 100 domestic and international destinations.
- ◇ **Top destinations:** *Atlanta, Baltimore, Boston, Cleveland, Dallas, Detroit, NYC, Phoenix, St. Louis and major cities in Europe, West Indies, Central and South America.*

Driving Distances *Miami (30 min) West Palm Beach (45 min) Orlando (3 hrs) Tampa / St. Pete (3.5 hrs) Jacksonville (4.5 hrs) Atlanta, GA (9 hrs) Charlotte, NC (10 hrs) New Orleans, LA (12 hrs)*



CLIMATE

Fort Lauderdale has a typical *tropical* climate with 60 inches of rain per year over average of 143 days. High temperatures between July / August average 83°F - with humidity, and a winter low average of 67°F in January. The Dry Season runs November to April. Florida is prone to occasional hurricanes and thunderstorms - generally from June to November.



DEMOGRAPHICS

Population: With an estimated population of 182,000, Fort Lauderdale is among the 50 largest cities in the Country. Age distribution sees a significant number of residents between the ages of 25 & 64 years old. Population density is 5,337 persons per sq/mi. 21% of residents are foreign-born.

Language: 75% of residents speak English as a first language, and 25% of residents Spanish, French, Creole, Portuguese, Italian or German.

Ethnicity: The city’s ethnicity is composed of 48% White, 31% Black or African American, 14% Hispanic or Latino, and 1.6% Asian.

Median Income: Based on current data, Fort Lauderdale has a median household income of \$51,000.

Education: Of the 37% of residents who have attained a college education, 50% have a Bachelors Degree, 20% a Graduate or Professional Degree, 19% Associate’s Degree, 9% a professional certification, 24% have a HS diploma or GED, and 11% less than a High School Diploma.

Property Values: The median property value in Fort Lauderdale is around \$300,000.

2018 Population by Age	
Age Group	Percent
< 5	5.5%
5-17	13%
18-24	6.8%
25-34	15.5%
35-44	12.9%
45-54	15.2%
55-64	14.5%
65-74	9.8%
75+	7%

(source: statisticalatlas.com)

CITY GOVERNANCE

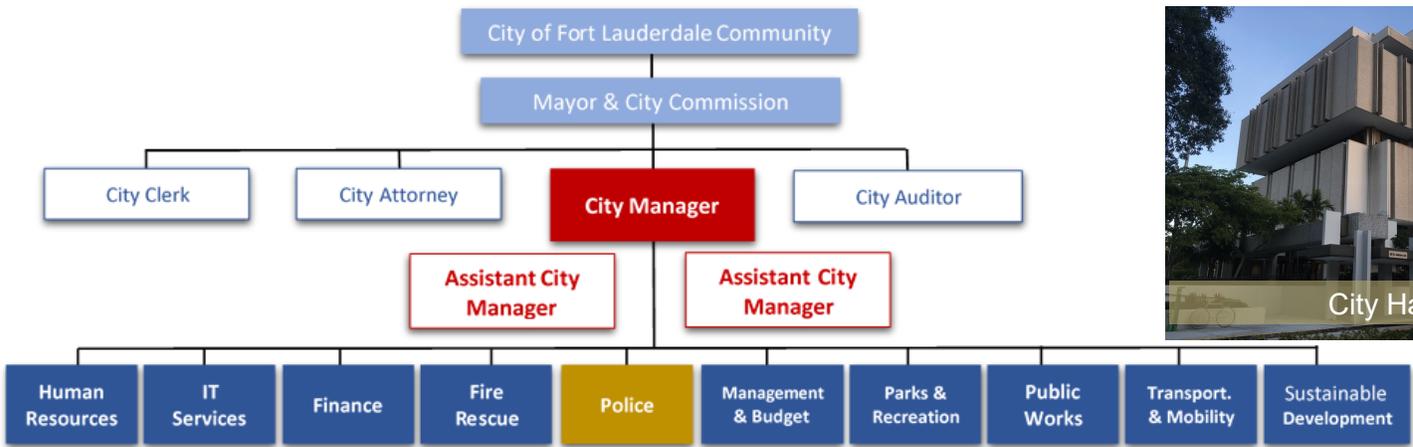
Form of Government / Governing Body

Fort Lauderdale adopted a **Commission-Manager form of government** in 1925. The 5-member City Commission is composed of an elected Mayor and four (4) Commissioners - each elected in non-partisan district races. Elections are held every four (4) years and each elected official can serve up to three (3) consecutive terms.



City Commission

The Commission serves as the legislative and governing body of the city with the responsibility of setting policies, resolutions and ordinances to protect health, safety, welfare and quality of life. The Commission is responsible for the adoption of the City’s annual operating budget which was \$785 million in FY2019, and is responsible for appointing the Clerk, Attorney, Auditor and the City Manager. [Commissioner bios are here.](#)



City Hall

City Management

Fort Lauderdale is a ‘full-service’ city providing a comprehensive range of services to a population of 180,000 residents. Nearly all of the City’s 2,600 employees are directed daily by **City Manager, Chris Lagerbloom** with the help of two Assistant City Managers.

Mr. Lagerbloom served briefly as the Assistant City Manager for 2 years before being appointed City Manager in 2018. His Executive Strategy Team is responsible for the efficient service delivery, and effective management of City’s **FY2019 \$785 million operating budget** (\$359 million General Fund).

The City’s 10 departments under the City Manager’s responsibility include: *HR, IT, Parks and Recreation, Public Works, Transportation and Mobility, Police, Finance, Fire-Rescue, Sustainable Development, and the Office of Management and Budget.*

The Executive Strategy Team is dedicated to operating at a high standard of excellence. Some Department Heads have been with the city for more than 15 years, some have joined recently. Years of service are shown below:

***City Manager 4 years**

- ◇ ***OMB Director 8 years**
- ◇ ***Fire-Rescue Chief 23 years**
- ◇ ***Finance Director 8 months**
- ◇ ***Interim Police Chief 30 years**

***Assistant City Manager (newly hired)**

***Assistant City Manager / Personnel Dir. 2 years**

- ◇ **Parks & Recreation Director 22 years**
- ◇ **Sustainable Development Director 15 years**
- ◇ ***Transportation / Mobility Director 2 years**
- ◇ ***Human Resources Director 2 years**
- ◇ ***Public Works Director 3 years**
- ◇ ***IT Services Director 20 years**

** appointed to current position within the last 2 years.*



The Mission Statement of the FLPD is to:

Provide a safe and orderly environment in our city through professionalism, dedication, an active partnership with the community and concern for individual dignity.

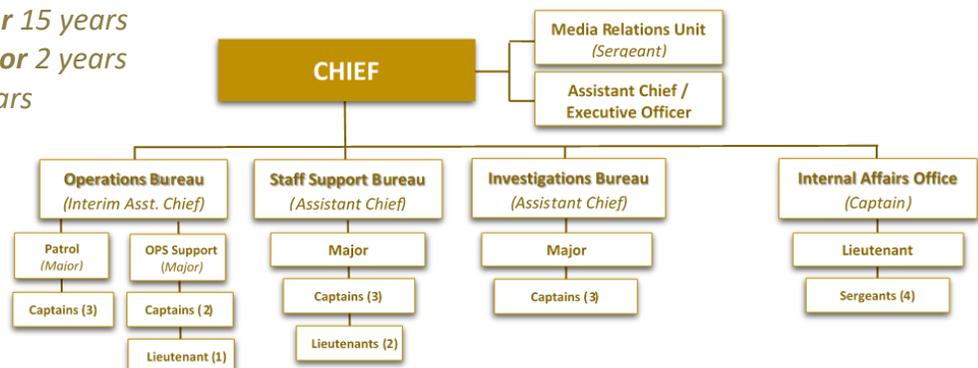
Service Levels

The Fort Lauderdale Police Department responds to approximately 200,000 calls for service, records over 17,000 arrests, and issues over 60,000 traffic citations annually. The Department also provides public safety support for notable special events such as the Fort Lauderdale Air Show, International Boat Show, the Sistrunk Festival, Tortuga Country Music Festival, Winterfest Boat Parade, Downtown Countdown, Las Olas Art Festival, David Deal Playday, and the Great American Beach Party.

Staffing & Structure

The Department is staffed by 730 professionals dedicated to providing the best public safety services possible to the residents and businesses of Fort Lauderdale. The team consists of:

- 519 sworn officers and 8 reserve officers
- 159 full-time / 18 part-time civilians





Divisions within Department

Principal management and operations of the Police Department are divided into 3 bureaus: **Support Services, Investigations and Operations**. Other support units include Internal Affairs, Media Relations / PIO, Legal and Grants. The units reporting directly to the Police Chief are: Operations, Public Information, Legal and Internal Affairs. Unit details are below.

◇ **Chief's Office**

The Office of the Chief is staffed by 20 employees.

◇ **Operations Bureau**

This bureau of 427 employees is responsible for 24-hour delivery of Police services throughout the 3 Police districts of the City. The Operations Bureau is overseen by the Chief, 1 Assistant Chief, 1 Major, 5 Captains, 9 Shift Lieutenants, 39 Sergeants, 298 sworn Officers and 35 public service aides and 39 support staff civilians.

◇ **Support Services Bureau**

This bureau is staffed by 115 employees in 4 divisions: *Facilities, Budget & Finance, Administrative Support, Records*.

- Facilities: oversees Building Maintenance, Fleet, Booking, Police Supply, and Reception
- Records: oversees Evidence, Records, Teletype, and Court Liaison
- Administrative Support: oversees Recruiting, Background Investigations, Training, and Photo Lab
- Budget & Finance: oversees Finance, Alarm, Payroll/ Personne, Telestaff.

◇ **Investigations Bureau**

This bureau is staffed by 143 employees in 2 divisions: *Special Investigations and Criminal Investigations*.

- Criminal Investigations: comprised of Homicide, Special Victims, Violent Crime, Burglary, Auto Theft, Economic Crime, Career Criminal, Crime Scene Investigation and Fingerprints.

- Special Investigations: includes units of Narcotics, Vice/Intelligence, Strategic Investigations, Technical Services and Street Crimes (includes the Crime Analysis Unit, the Property Crimes Unit and the Rapid Offender Control Unit).



About the Position

Fort Lauderdale's next Police Chief will be responsible for leading 730 of the finest law enforcement professionals in the nation, implementing a vision on modern policing that will move FLPD into the future. Duties include:

- ◇ Represents the department before senior managers, elected officials, and the general public.
- ◇ Develops and directs the implementation of objectives, goals, policies, procedures and work standards.
- ◇ Evaluates and revises department plans, policies and general orders.
- ◇ Plans, organizes, coordinates, manages development of the budget and directs administration of the budget.
- ◇ Ensures public safety; and enforces federal, state and city laws and regulations.
- ◇ Analyzes performance evaluations; administers authority and supervises assigned staff.
- ◇ Develops mission and long-term strategies.
- ◇ Participates in Commission meetings, conferences, seminars, committee and technical meetings and special events.
- ◇ Oversees employee selection, training, development, discipline, and evaluation / appraisals.
- ◇ Establishes and maintains effective working relationships with City officials, other law enforcement officials, community and business representatives, employees and the general public.

[View the complete Job Description here.](#)



Accomplishments

- ◇ **Significant Crime Reduction** - FLPD extended the downward trend in the overall crime rate by effectively utilizing data to allocate resources in a proactive manner. The City's crime rate of 5,466.7 per 100,000 population is the lowest since 1972.
- ◇ **Body Worn Camera Program** - Full implementation was completed, allowing officer interactions with the public (statements, actions and evidence) to be captured during the course of an incident, enhancing documentation for reporting and courtroom presentations.
- ◇ **Recruitment and Hiring** - Diversity in hiring continues to be a crucial element within FLPD. Between 2017 and 2019, 64% of new sworn officers identified as minorities and 70% of sworn promotions and 90% of civilian promotions identified as minorities reflecting FLPD's commitment to reflect the City's diverse population in staff and leadership.
- ◇ **Community Engagement** - This Unit logged over 3,000 hours of neighbor outreach during 2019 including career days, *Real Men Read*, and youth focus groups.
- ◇ **Process Improvement.** Key processes & performance measures were revamped and enhanced to provide a more accurate and reliable analysis of FLPD's functions. New performance measures are aiding in developing process improvements to gain insight on operations.

Opportunities, Challenges & Top Priorities

The City Manager and City Commission have a passion for good governance, transparency and quality service delivery.

- ◇ **Commission - Executive – Chief Relationship** - A Chief who brings open and honest communication, professionalism & innovation to the department.

- ◇ **Post-Pandemic** - Continue developing plans for operations in a post-pandemic environment.
- ◇ **Accountability; Clear Chain of Command** - FLPD's organizational structure could be modernized and provide greater clarity, accountability and efficiency.
- ◇ **High Performance / Improvement of Processes and Service Quality** - Improving internal systems, tools, processes, policies, planning and procedures will also improve services. Monthly & Annual Reports should be created published to demonstrate the value of law enforcement services to the community.
- ◇ **Regional & Local Collaboration** - The new Chief should establish himself / herself with other local, regional and state agencies to develop cohesive and collaborative relationships.
- ◇ **Recruitment, Retention of Diverse Workforce** - FLPD competes with 100s of local and regional agencies to attract and retain highly-dedicated staff. Skilled leadership to recruit, select, train, and retain a high-quality and diverse uniformed and civilian law enforcement team is desired.
- ◇ **Coaching & Mentoring** - A Chief who can effectively serve as an advisor, coach, mentor & strategist, who values the time, inputs, efforts and lives of staff and others will be welcomed in Fort Lauderdale.
- ◇ **Vision, Goals & Strategy** - The Chief and his / her Management Team will be expected to develop and implement a strategic vision and plans for the department's operations and resources which aligns with the goals and priorities of the City Commission and City Manager.
- ◇ **New Headquarters** - Continue the process for the construction of a new Police Department Headquarters. Assist in facilitating the financing required to utilize the bonding authority approved by residents.

Read the proposed [FY 2021 Budget Narrative](#) for more details on division accomplishments and new initiatives.

The Ideal Candidate

A highly-effective Law Enforcement executive possessing and demonstrating both the technical, social and interpersonal skills to effectively and efficiently lead this highly visible and important department. The education, skills, and experience desired are detailed below:

Excellent Communicator

A high-level of verbal and written communication is required. Quality candidate abilities include:

- ◇ *effectively communicate with administration, department directors, employees, citizens and the community;*
- ◇ *clearly articulate policies, procedures and technology;*
- ◇ *listen to and understand opposing viewpoints and successfully mitigate disputes;*
- ◇ *articulate the potential impact of policy and vision in difficult situations.*

Interpersonal and Multi-Culturally Sensitive

Shows an awareness of and sensitivity to differences in culture among people. Builds rapport, trust, common understanding, and effective communications with a diverse community. Experienced Community Policing advocate within the historic and modern contexts, and experienced in leading a department and community through social, racial and personnel challenges.

Team Builder

A professional with a positive, infectious attitude and personnel manager willing to inspire and lead those around him/her. Someone who instills passion with the employees he or she mentors. The ability to positively influence and implement change. A collaborative, approachable leader will make a positive impact throughout the organization.



Technically Skilled, Educated & Experienced

Knowledge of federal, state and local laws, regulations, codes and current best practices regarding government administration and law enforcement operations.

Accountable and Measures Performance

The ability to delegate authority and responsibility to uniformed and non-uniformed employees accountable for their decisions and actions / inactions while taking responsibility for outcomes.

Builds Coalitions & Effective Relationships

Working relationships must be broad and effective to provide information, help and access to property owners, local residents, the media and external public safety agencies. The successful candidate will demonstrate a proven ability to establish and maintain such rapport.

Diplomatic in Conflict Management

Understands and utilizes formal and informal power structures to achieve objectives. Addresses and resolves conflict positively by facilitating agreements between conflicting parties.

Effectively analyzes problems by evaluating available information and resources; develops effective, viable solutions to problems which can help drive department organizational effectiveness.

Other

The desired candidate will also be described as:

- » Ethical and of high integrity,
- » Customer service-centered and team focused,
- » Highly-effective in delegation and accountability,
- » Transparent and innovative,
- » Sets goals and develops effective operational plans,

The complete Job Description including details and competencies is [here](#).





FLPD Motorcycle Officers

COMPENSATION

Salary

The City offers a *competitive* salary based upon candidate qualifications and experience. Relocation expenses, professional dues and an attractive benefits program are included.

[View the complete Job Description here.](#)

Benefits

Holidays: 9 days per year, plus 3 personal *floating* days.

Sick leave: 12 days accrued per year. Accrued sick leave can be converted in cash or vacation leave.

Vacation: 15 days. Leave may accrued to the amount earned in two years, carried over annually at 100%.

Management Vacation: 10 days. Additional benefit offered to management employees. EE may use these days or take the option of a cash payment at 75% of the full amount unused.

Health / Dental / Vision / Life: Excellent plan options.

Retirement: Public safety employees participate in the *City of Fort Lauderdale Police and Firefighter Pension Retirement Program.*

Wellness / EAP: \$500 taxable wellness incentive.

Link to City's [2020 Benefits Handbook](#).

City's [benefits website](#) is here.

QUALIFICATIONS

Education & Experience

- ◇ Experience as a Police Chief, Deputy Chief, Assistant Chief or Major in a similar agency.
- ◇ Ten (10) or more years of progressively responsible work in Law Enforcement Administration.
- ◇ Bachelor's Degree in Law Enforcement, Criminal Justice, Public Administration or related field from an accredited college or university.

Certifications & Licenses

- ◇ Certified Police Officer in the State of Florida.

Note: certification from other states is transferrable in most cases, however non-Florida transfers must pass State Officer Certification Exam within one (1) year.

[See https://www.fdle.state.fl.us/](https://www.fdle.state.fl.us/)

- ◇ A valid driver's license.
- ◇ Clean background check of criminal, civil, financial, employment & education history (pre-appointment).

REGIONAL & LOCAL AMENITIES



Fort Lauderdale will amuse all your tastes and desires. Take in a round of 18-holes of golf more than 50 public and private golf courses. Enjoy a romantic dinner at hundreds of one-of-a kind restaurants, or take in a show at the **Broward County Performing Arts Center**. Get wet or just relax on our more than 23 miles of tropical beaches and inland waterway or enjoy nature in one of our many regional, state and national parks. Take a boat ride and experience our Venice-style water canals.

- ◆ Come and visit our beautiful museums, such as the **Antique Car Museum**, **History Fort Lauderdale Museum**, the **Naval Air Station Museum**.
- ◆ Only minutes away are top-ranked colleges and universities, which can guarantee both top quality education for youth, and high-quality intercollegiate NCAA athletics.
- ◆ Take your pick of professional sports franchises with the **NBA Miami Heat** (basketball), **NFL Miami Dolphins** (football), **MLB Miami Marlins** (baseball), and **Inter Miami CF** (MLS).
- ◆ Visit the **Everglades**— the largest subtropical wilderness in the United States.

Fort Lauderdale has something for everyone and is sure to satisfy the entire family.



Antique Car Museum



Seafood at The Warf



Walt Disney World, Orlando



Miami Marlins (MLB)



Miami Dolphins (NFL)



Miami Heat (NBA)



Inter Miami (MLS)

The Venice of America!

REGIONAL & LOCAL AMENITIES



Fort Lauderdale Sunrise

**Galleria Shopping Mall
Naval Air Station Museum
Hugh Taylor Birch State Park
Las Olas Beach and Boulevard
Hillcrest Golf and Country Club
Bonnet House & Gardens Museum**

**Sun Trolley
Stranahan House
15th Street Fisheries
International Swimming Hall of Fame
Broward Center for the Performing Arts
Miami Heat/Dolphins/Marlins/Panthers**



Hugh Taylor Birch State Park



Galleria Shopping Mall



Kayaking



Everglades Air-boating



Bonnet House & Gardens Museum



Las Olas Boulevard



Hillcrest Golf & Country Club



CHIEF OF POLICE APPLY TODAY

Past Chiefs of Police

3 Chiefs in the past 20 years. Former Chief was reassigned within the department. An Interim (temp) Police Chief has been appointed internally, but the recruitment is open and national.

Equal Opportunity

The City of Fort Lauderdale is an Equal Opportunity and Affirmative Action Employer. All applicants receive consideration for employment without regard to race, color, religion, gender (*including identity or expression*), marital status, sexual orientation, age, disability, national origin, or any protected class as defined by law.

All qualified persons are encouraged to apply.

Confidentiality

Individuals expressing interest are considered *applicants* and information submitted is a matter of public record under Florida Statutes.

Residency

Residency within City limits is required, unless promoted internally.

TIMELINE & SELECTION PROCESS

(OPEN, but subject to change)

Sept 20: Deadline to Express Interest

Sept 1—Oct 7: Candidate Screening

Oct 8—Oct 22: Background Checks

Oct 26/27 or 29/30: Finalist Interviews & Selection

Resume, Letter of Interest and questions by EMAIL to:

Recruit128@municipalsolutions.org

Recruitment is expected to be highly competitive. A thoughtfully-written cover letter explaining your interest and experience is advised.

The Recruiting Team can be reached at
(888) 545-7333.



CITY OF FORT LAUDERDALE

This recruitment actively managed by:



EXPRESS INTEREST TODAY.

OPEN UNTIL FILLED.