



CHIEF OF POLICE

City of Victoria, Texas

Recruitment Services Provided By



The Opportunity

The City of Victoria, Texas offers a stellar career opportunity to collaborative law enforcement leaders as it seeks to identify its next Chief of Police. Under the skillful leadership of its previous Chief, the Victoria Police Department has evolved into a modern, progressive public safety organization with a keen focus on community service and crime management through a lens of procedural justice.



About Victoria

Victoria is in the heart of the Golden Crescent of South Texas with a diverse population of approximately 67,000 and encompasses approximately 37 square miles. As one of the state's oldest and most historic cities, Victoria is where the legendary Texas cattle industry began. The original colony, founded in 1824, was named for the first president of Mexico, Don Guadalupe Victoria. The town was established as a site known earlier as Cypress Grove due to the prevalence of cypress trees growing along the banks of the Guadalupe River. Victoria was established as the county seat of Victoria County on May 17, 1836, making it one of the very first towns to be incorporated by the Republic of Texas.

Today, Victoria remains at the forefront of new business and technology. Strong industries such as plastics manufacturing, petrochemical, industrial chemical plants, oil and gas explorations, and a growing medical service community are some of the hallmarks of Victoria's business portfolio. The presence of a high-speed fiber optics technology network, higher education, and a strong retail trade sector makes Victoria an outstanding location for residents and businesses alike.

Education is of critical importance in Victoria, as evidenced by the presence of two higher education campuses in the City: The University of Houston at

Victoria and the two-year Victoria College. In terms of public education, the Victoria Independent School District provides service to some 17,000 students via 17 elementary campuses, four junior high schools, and two high schools. In addition, Victoria also has two private high school campuses.

In terms of outdoor activities, the Coastal Plains region of Texas is known for hunting, fishing, and birding. The City also offers many public park spaces, including Riverside Park, which incorporates a top-notch golf course, expansive disc golf course, the Texas Zoo, stops along the Texas Paddling Trail, a baseball stadium, soccer complex, walking trails, and many other amenities across 660 acres. Victoria additionally boasts a variety of recreational activities for residents and visitors, as well as cultural pursuits such as the Victoria Symphony, local theater, and several museums celebrating its heritage. The city is a welcoming community with friendly residents and provides a great climate and hospitality for visitors. Given the proximity of the major cities of South Texas and the short distance to the Texas coast, Victoria is ideally situated for permanent residents, visitors and those who come during the winter for the ideal climate.



City Government

The City of Victoria was incorporated in 1915 and adopted its home rule charter in 1956. The Charter provides for a council-manager form of government with a City Council comprised of the Mayor and six Council members. The Mayor is elected at-large for a three-year term. Four Council members are elected from single-member districts and two members are elected by super districts. All terms are three years with a limit of four consecutive terms. The Council appoints the City Manager, City Attorney and the Municipal Court Judge.

Victoria is a full-service municipality, providing general administrative services, police and fire protection, emergency ambulance service, highways and streets, water and sanitary sewer utilities, parks and recreation, planning, and solid waste residential service.



The Department

The Victoria Police Department (VPD) prides itself in providing high-level professional services to its community by embracing 21st Century policing principles. VPD staff are committed to serving the community through core values of Integrity, Professionalism, Pride in Service, and Respect. Strong community support for the Victoria Police Department exists due to the demonstrated commitment of the staff to be trustworthy and transparent in their delivery of service. The stated mission of the VPD is, "To reduce crime and the fear of crime through outstanding police services in partnership with the community."

VPD delivers service to the community through 167 full-time employees and a FY 2022-2023 budget of \$17 million. The Police Department has three divisions (Patrol, Investigations, Support Services and Budgetary Oversight) that are each led by captains. Executive leadership is provided by the Chief of Police and two Deputy Chiefs. Services provided by the Victoria Police Department include:

- 911 Communications Center
- Bicycle Patrol
- Community Engagement Unit
- Patrol
- K-9
- Investigations
- Records
- Victim Services
- SWAT

Highlights achieved by the Victoria Police Department during FY 2022 include receiving the Texas Police Chief's Association Best Practices recognition for the 4th consecutive year and significantly increased community engagement events.

VPD reduced violent Part I Crimes during FY 2022, compared to 2021 statistics, by nearly 24% and decreased property crime by almost 16%, with an overall crime reduction of nearly 17%. The Police Department implemented a data-driven approach to identify two areas accounting for nearly 50% of the crime in Victoria. Utilizing the data acquired, VPD decreased crime in these identified areas by over 30%. The Department is proud of its crime reduction efforts and is on a path to continue this outstanding work under the leadership of its next Chief of Police.

\$17M
Operating Budget

167 FTE
Employees



The Position

Appointed by the City Manager, the Chief of Police leads the Police Department and its staff in the delivery of public safety services to those who live, work, and visit Victoria. The next Chief will be a visible leader in the community and in the Police Department. Some of the essential functions of the Chief of Police include, but are not limited to, the following:

- Leads the Police Department in creating and maintaining trust-based community connections with a commitment to effectively serve all of Victoria's diverse community.
- Plans, directs, and coordinates the activities and operations of the department, developing and administering strategic plans to ensure that police services are efficient, effective, and consistent with organizational values.
- Directs and coordinates community-oriented problem-solving efforts related to the Department's Community Oriented Policing program.
- Provides counseling, mentoring, and coaching to subordinate managers, ensures appropriate action of subordinate supervisors on disciplinary actions, and guarantees compliance with all Department and City policies.
- Establishes and/or approves performance standards governing the quality and quantity of work in the Police Department; evaluates subordinates' progress toward accomplishments of long-term goals as well as daily activities.
- Participates as an active, engaged member of the City Executive Team and as a community leader.





Challenges & Opportunities

The next Chief of Police for the City of Victoria will have the opportunity to lead an organization which has been positioned for success by the previous Chief, along with addressing some of the following challenges and opportunities:

- The next Chief will have the exciting opportunity to influence and assist with the design and construction of a \$30 million public safety building that is currently in the design phase.
- Community policing in Victoria is currently in a good place, but the next Chief will have the opportunity to find innovative ways to continue to nurture a collaborative, trust-based relationship with the community.
- The City of Victoria and its residents place a high value on public safety. The next Chief of Police will have the opportunity to enhance and further develop the Department's intelligence-led policing efforts.
- A challenge for the next Chief will be to examine and identify career development opportunities within the Police Department to ensure staff are trained and ready for future assignments, promotions, and career advancement.
- While strides have been made in technology in recent years, an opportunity exists to look for innovative ways to leverage technology to make Victoria as safe as possible.
- The next Chief will need to work with command staff and City leadership to address retention and recruiting in creative ways to ensure staffing is sufficient to support Department initiatives.

Ideal Candidate

The ideal candidate for the Chief of Police in the City of Victoria will possess certain traits and experiences that will likely lead to success:

- The next Chief of Police will have a demonstrated record of collaboration and dedication to community connection. Modeling this behavior is essential to success.
- A high level of visibility and presence in the Department and community are essential.
- The next Chief will bring a commitment to mentoring and staff development through training to all members of the organization.
- A strong, engaged and honest communicator who embraces collaborative leadership efforts within the Department and the City organization. A leader who exhibits respect, humility, and kindness is strongly desired.
- A collaborator who effectively engages with other City departments, regional partners, service organizations, and business partners.
- The next Chief will have demonstrated experience in leading and implementing effective crime control efforts in order to continue the recent success of the Department in this regard.
- A fair and consistent leader who will continue to nurture an organizational culture which features mutual trust, teamwork, and accountability.
- Demonstrated experience as a progressive and innovative thinker who is open to exploring new ideas, programs, or service delivery methods will benefit the next Chief.
- Commitment to procedural justice, both inside and outside the organization, will be an important area of focus.
- Experience with overseeing public safety facility construction projects will be valuable.



Qualifications

Any combination of related education, experience, certifications, and licenses that will result in a candidate successfully performing the essential functions of the job is qualifying. The most attractive candidates will possess the following:

Education: A bachelor's degree in criminal justice, criminology, police administration, public administration, business administration or a related field. Graduation from the F.B.I. National Academy, Senior Management Institute for Police, Southern Police Institute or a similar professional leadership program is highly desirable.

Experience: At least ten (10) years in municipal law enforcement, with a minimum of the last five (5) years of experience in a senior command-level position.

Certification: Must have Texas Commission on Law Enforcement (TCOLE) intermediate certification or equivalent certification from another state with the ability to obtain TCOLE intermediate certification.

Additional preferences: Experience as a Chief of Police, Assistant Chief, Deputy Chief, or a command level officer in a community of similar size and complexity to Victoria is a plus.

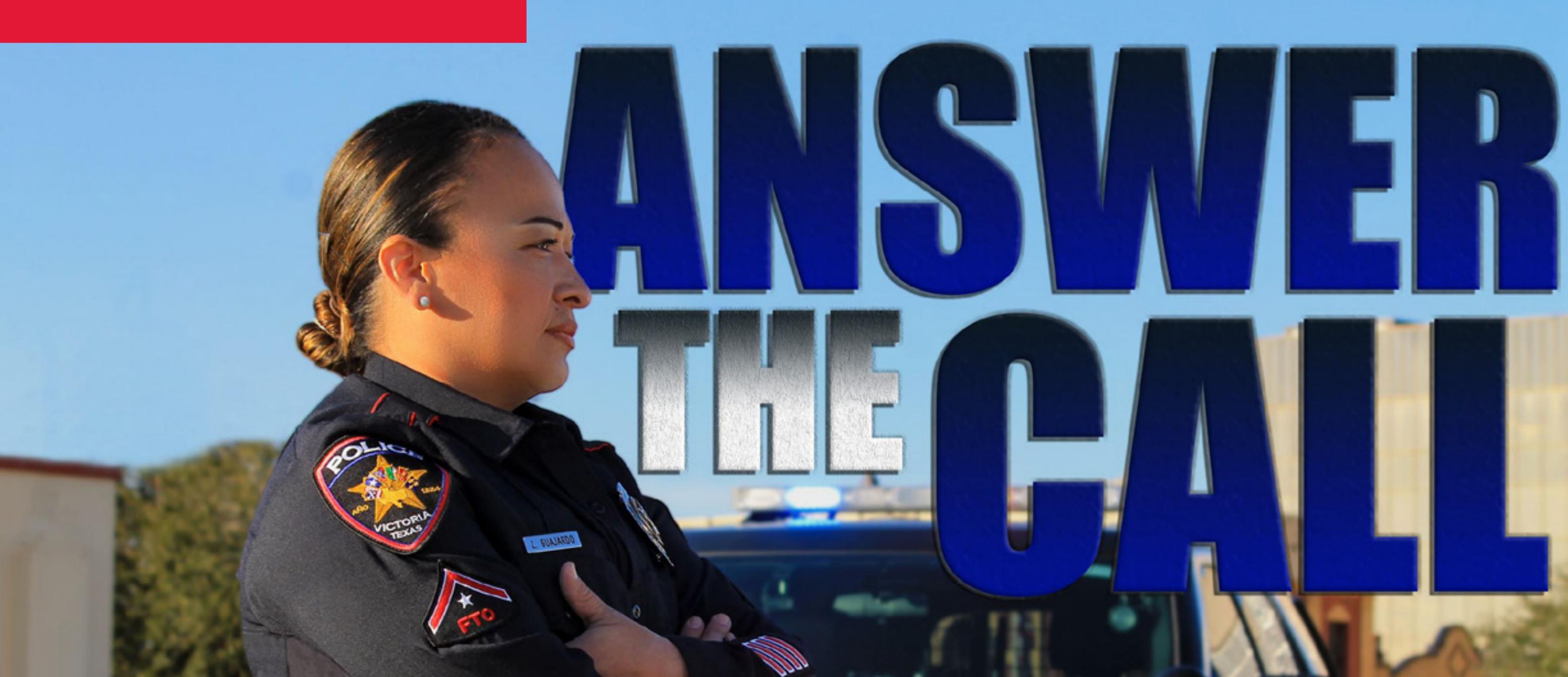




Compensation & Benefits

The salary range for the Chief of Police is \$125,000 - \$150,000, with placement in the range dependent on qualifications. In addition, an excellent executive benefit package is provided as outlined below. Key benefits include:

- **Retirement:** Retirement is provided through TMRS. Employees contribute 6% of salary, with a city match of 2 to 1 upon retirement. Employees vest with 5 years of service and are eligible to retire with 20 years of service at any age, or with 5 years of service at age 60.
- **Medical, Dental and Vision Insurance:** Cafeteria plan that includes a variety of medical, dental and vision plan options for employees and dependents.
- **Personal Time Off (PTO):** PTO is accrued in lieu of vacation and sick leave at a rate of 18 hours per month up to a maximum total balance of 1,040 hours.
- **Holidays:** 15 observed holidays.
- **Vehicle:** A City fleet vehicle is provided for official use.
- **Technology Allowance:** A cell phone, laptop computer, and other equipment are provided by the City.
- **Deferred Compensation:** The City provides a voluntary deferred compensation plan for employees.
- **Relocation Assistance:** Relocation assistance is available for the successful candidate per City policy.



ANSWER THE CALL

The Recruitment Process

Interested candidates should submit a comprehensive résumé and compelling cover letter online at mosaicpublic.com/careers no later than **Friday, February 17th, 2023**.

Confidential inquiries are welcomed to Chief Bryan Noblett (ret.) or Chief Greg Nelson (ret.) at (916) 550-4100.

This recruitment incorporates existing rules and regulations that govern public sector recruitments in the State of Texas. In accordance with public disclosure/open record laws, information submitted for consideration may be made available to the public upon request by interested parties.

The City of Victoria is an Equal Opportunity Employer.