

THE CITY OF TEXARKANA, ARKANSAS

is accepting applications for the following promotional opportunity:

CHIEF OF POLICE

SCOPE:

The Chief of Police is responsible for the general management, organization, and operation of the Police Department. This is a full-time, exempt salaried position that reports to, and is accountable to, the City Manager for routine operational matters. The Chief of Police is responsible for transformational leadership of the Texarkana Arkansas Police Department by overseeing and directing activities to reduce crime, implement constitutional community policing, recruit police officers, and build strong morale. The Chief of Police is expected to exercise sound judgment, expertise, and innovation in establishing and administering department operations. The Chief of Police must demonstrate and promote high ethical standards within the department.

ESSENTIAL DUTIES:

- Supervision of the Division Commanders to ensure compliance with Agency policy and regulations as well as all applicable statutes and ordinances.
- Development and approval of policies and procedures for the operation of the Agency.
- Direct and oversee the allocation of Agency resources.
- Monitor the daily operations of the Agency.
- Evaluate the effectiveness of Agency operations and implement revisions, as necessary.
- Ensure that an effective training program is established and functioning within the Agency.
- Determine the goals, objectives, and operational philosophy for the Agency.
- Ensure the quality of services delivered by Agency personnel.
- Prepare and submit the Agency's annual budget.
- Consult with the City Manager and Civil Service Commission in establishing and revising relevant procedures and policies.
- Represent and provide information concerning the Agency at Civil Service Commission and City Board meetings.
- Explain Agency operations and policies to various community and civic organizations to establish and maintain positive relationship with the community.
- Establish standards of performance and professionalism for the Agency personnel and take disciplinary action, as necessary.
- Provide information and reports concerning Agency operations to the City Manager.
- Ensure that citizen complaints are handled in a timely, professional, and unbiased manner.
- Testify in court, when required, in matters involving Agency personnel.
- Select applicants for employment from the current Civil Service Eligibility list.
- Select candidates for promotion to the ranks of Sergeant, Lieutenant and Captain from the current Civil Service Promotional Eligibility lists.
- Ensure data accuracy and integrity of public safety records, crime trends, and information disseminated to the public.

- Perform other related duties as necessary for the efficient operation of the Agency.

REQUIRED COMPETENCIES:

- Possess a well-rounded and demonstrated understanding of leadership and supervision of all aspects of the Police Department to include Patrol, Services, and Criminal Investigation Divisions.
- Ability to prioritize and manage several divisional teams, tasks, projects, and deadlines simultaneously.
- Demonstrate understanding and responsible management of Police Department budgets.
- Strong background in policy/procedure development and implementation, and respective legal implications.
- Excellent communication skills both written and oral.
- Good social skills, general intelligence, and the ability to motivate subordinates.
- Ability to conduct strategic planning and develop or implement innovative programs.

MINIMUM QUALIFICATIONS:

- A minimum of fifteen (15) years of progressively varied and responsible experience as a certified full-time police officer with a recognized law enforcement agency, including experience within an administrative, supervisory, or management position at the rank of Police Lieutenant (or agency equivalent) or above.
- Experience in police administration, discipline and resulting corrective action, employment regulations, and internal audits for efficiency, performance, and data accuracy.
- Advanced Certification (or above) and Instructor Certification issued by the Commission on Law Enforcement Standards and Training.
- Bachelor's Degree in law enforcement, or a related field, is preferred.
- Knowledge and understanding of local dynamics is preferred.
- Residency within Texarkana, Arkansas City Limits is preferred.
- AR CLEST Certification must be obtained within 9 months of employment for out of state applicants.

ANNUAL SALARY

\$105,000 to \$115,000

Health Insurance

Vacation and Sick Leave

AR LOPFI Retirement (employee must contribute a minimum of 10 years to draw benefit)

- Please contact Skylar Krause, 870-779-4997, for questions regarding retirement and other benefits.

Applications and resumes will be accepted until 5:00 p.m. on 9/27/2024. Submissions can be made at City Hall, 216 Walnut St., Texarkana, AR, or by email at skylar.krause@txkusa.org. To request an application, please contact the Personnel Office at 870-779-4997 or email skylar.krause@txkusa.org. City of Texarkana, Arkansas is an Equal Opportunity Employer and provides all applicants and employees equal opportunity without regard to race, color, sex, religion, national origin, age, marital or veteran status, or any other legally protected status.