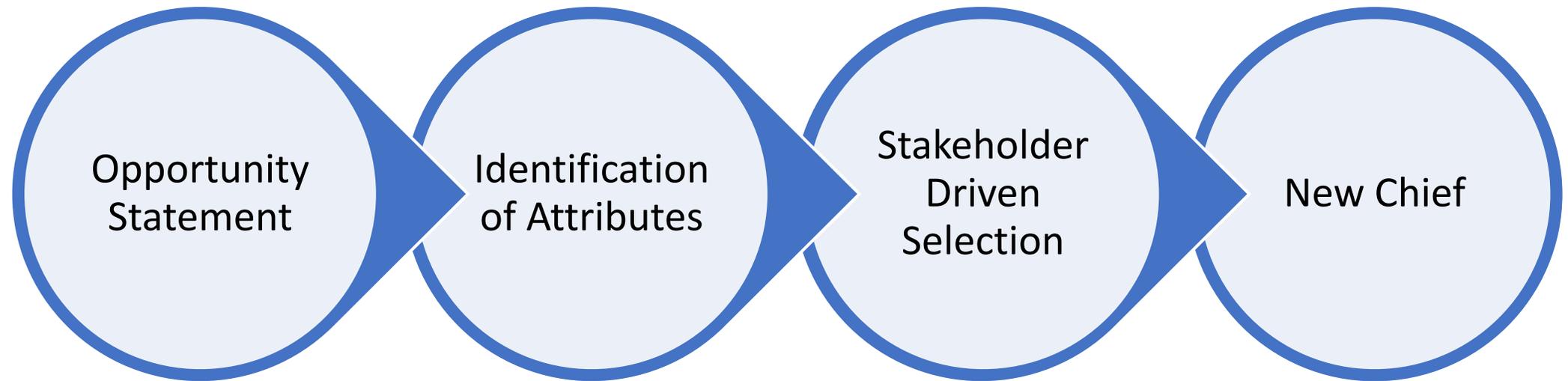


City of DeLand

Police Chief Selection Process

Process



Why Consider this Process?

- Long standing and unresolved issues particularly in the African American Community leading to a lack of trust in the PD.
- The community would have to be heavily involved in the selection in order to regain that trust.
- How do you create a process that allows for that?
- Entire process in the Sunshine (resumes, questions and answers were all on City's website for the public to review. All meetings were advertised.)
 - Attribute Identification
 - Selection Committee
 - Public Forums
 - Selection of Candidate

Opportunity Statement

- Create a process to select the ideal Police Chief for the City of DeLand utilizing a process that incorporates best practices in recruiting and evaluating candidates combined with an unparalleled degree of public involvement so that the end result would be one where the public believed that their candidate was chosen and would address the issues creating concerns in the community.

Identification of Attributes

A position profile was developed based upon input from the following:

- Initial meeting with the City Manager
- City Commission Input
- Color Line Round Table/Clergy
- Business Community (Chamber and Mainstreet DeLand)
- Police Department Staff.

Stakeholder Selection Committee

The Committee included:

- DeLand City Manager
- Chair of the Colorline Roundtable
- Former Commissioner
- Chair of the Concerned Clergy
- Pastor
- Resident
- Sheriff
- Director of Spring Hill Boys and Girls Club
- Sanford City Manager
- Stetson Public Safety
- Chair of Police Alumni Association

Interviews

- Each candidate interviewed with the Selection Committee.
- Each candidate interviewed with 12 members (officers, sergeants, lieutenants) of the department selected by the employees and filtered through the 3 former Chiefs STARs used for applicant screening. Their input was given to the City Manager through the 3 former chiefs and passed along to the Committee.
- Each candidate interviewed privately with each City Commissioner. The City Manager met with each Commissioner to get their input which was given to the Committee.
- All candidates participated in two public forums moderated by the Beacon and the News Journal where they answered questions posed by residents in writing.

Public Forums



Results

- The top candidate was the unanimous choice of the Manager, Commission, Selection Committee, and PD Committee.
- Process gave clear focus to new Chief on what is important to the Community.



2 Year Results

- Restructured leadership in the department and created new rank of Corporal. There have been a lot of promotions in 2 years leading to increased morale.
- Significant outreach in all quadrants of the City creating greater visibility and access to the department. He has launched many community-based initiatives to include: Operation Honorable Endeavor, Operation Vigilant Protector, Operation Church Guardian Operation School Guardian, foot patrols and bike patrols, and a new DeLand Crimewatch Portal.

Lessons Learned

- Risks associated with this process as the City Manager turned over their authority to appoint to the selection committee. It was needed to create buy in but the result could have been different if the process wasn't managed well or was not a good fit for your community.
- Some thoughts on the process:
 - Carefully select the selection committee.
 - Elected officials need to be on the same page.
 - Recruiters may struggle with this model so make sure they're on board.