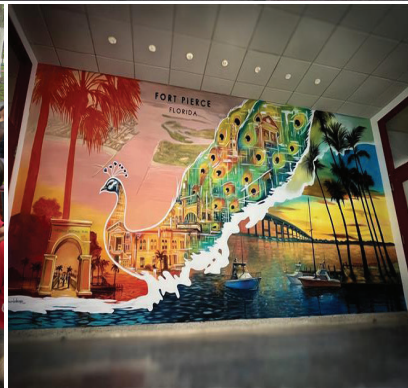




CITY OF FORT PIERCE, FL
INVITES YOUR INTEREST IN THE POSITION OF
POLICE CHIEF

THE COMMUNITY

The City of Fort Pierce (approximately 50,550 residents) is a beautiful, historic, waterfront community situated along Florida's southeastern Atlantic Coast, in the heart of the Treasure Coast. Known as "The Sunrise City," Fort Pierce has a small-town atmosphere, miles of pristine shoreline, an ideal year-round climate, and proximity to several world-class destinations, including Palm Beach, Orlando, Tampa, and Miami, all just a two-hour drive away.

The City has a unique blend of old Florida within a rapidly growing area of the state, with all the amenities, attractions, and adventures needed for an exceptional quality of life. The city encompasses approximately 31 square miles and is a diverse, neighborly community with fascinating research centers and museums, excellent community services, and a wealth of cultural and recreational attractions.

Fort Pierce, incorporated in 1901, is the county seat of St. Lucie County and includes 2.3 miles of public beach, a historic waterfront downtown, a quaint fishing village, a marina, many acres of parks, and the popular Sunrise Theatre for the Performing Arts. Downtown attractions include shopping, dining, entertainment, and a city marina. Fort Pierce is renowned for its exceptional boating and fishing opportunities.

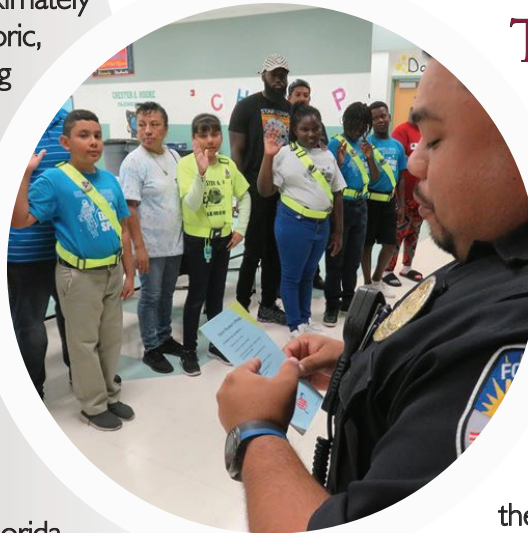
Fort Pierce is located on the pristine, biodiverse Indian River Lagoon. The Fort Pierce Inlet, which connects the Lagoon with the Atlantic Ocean, celebrated its 100th anniversary in 2021 and is one of the best all-weather inlets in the state of Florida. The Port of Fort Pierce is one of Florida's 14 deepwater ports and is set to be a hub for mega yacht repair and retrofit operations.

Fort Pierce is home to Indian River State College, which has earned national recognition for its excellence and affordability, offering over 100 programs. The Lawnwood Regional Medical Center hosts the region's only Level II trauma center.

The area economy has evolved into a blend of diverse sectors, including manufacturing, professional services, headquarters, marine, aviation, life sciences, aquaculture, and distribution/logistics.

Fort Pierce is home to the Treasure Coast Public Safety Training Complex, a 50-acre facility located at Indian River State College, recognized nationally as one of the most

comprehensive and technologically advanced training facilities in the country.



THE CITY

The City of Fort Pierce has a commission-manager form of government. The Mayor and four Commissioners are elected to nonpartisan, four-year terms.

The City's mission is to provide community leadership, quality public service, and a safe environment for all citizens by an empowered team of employees motivated by pride in themselves and their work.

The Commission establishes policy by enacting ordinances, resolutions, and motions. Additionally, the Commission approves the budget, determines tax rates, and focuses on the community's goals, major projects, and long-term considerations, including community growth, capital improvement plans, and strategic planning.

The Commission hires the City Manager, City Attorney, City Auditor, and City Clerk. The City is a full-service municipality with over 15 Departments, which include unique services such as the Golf Course, Marina, and Sunrise Theater. The City has 472 FTEs and a recommended FY2026 General Fund Budget of \$67.7 million, with a Capital Fund Budget of \$1.1 million.

THE POSITION

The Chief of Police is hired by and reports to the City Manager, subject to the approval of the City Commission. The Chief serves as the chief administrative, operational, and supervisory position for the Police Department and is responsible for its executive leadership and financial management.

The Police Department is a full-service, accredited agency with 192 full-time positions (146 sworn) and a \$23 million budget. The Department has two Deputy Chiefs and two Majors, each of whom is responsible for one of the following Bureaus:

Community Policing Bureau - Responsibilities include responding to emergency and non-emergency calls for service, conducting preliminary investigations, traffic enforcement, community engagement, and other special assignments.

Administrative Services Bureau - Responsible for a broad range of departmental operations, including Records, Fiscal Management, Grants, Fleet Management, Off-Duty Coordination, School Resource Officers, Crime Watch, Technical Support, Body-Worn Cameras, Community Engagement, and Crime Prevention. Additionally, this Bureau oversees specialized units, including Marine Patrol, Bicycle Patrol, and Drone Operations, and also coordinates major city events.

Support Services Bureau - Divisions within Support Services include Recruiting, Professional Standards, Training, Accreditation, Public Affairs, and the Crime Analysis and Intelligence Unit.

Investigative Services Bureau - Operational areas include Criminal Investigations Division, Crime Suppression Unit, Crime Scene Investigations Unit, Victim Advocates Unit, and the Property and Evidence Unit.

The duties and responsibilities of the Police Chief include, but are not limited to:

- Provides executive management, professional compliance, and operational leadership for the Police Department.
- Formulates and prescribes departmental policies, ensuring public trust through adherence to professional standards and community involvement. Implements procedures in accordance with changes of local, State, and Federal laws.
- Appraises crime prevention and law enforcement problems of the City; develops efficient solutions and adjusts methods to meet situations and improve existing operations and effectiveness.
- Develops strategic planning and authorizes financial management and annual budgets for public safety.
- Cooperates with State and Federal officers and other agencies where activities of the police department are involved.
- Performs objective and measured performance evaluations on all departmental programs and services; establishes quality standards by which program decisions are made.
- Directs and reviews all internal affairs investigations and administers all discipline in the department.
- Responds to citizens, complaints, and requests for information; explains the role and functions of police work to organizations and groups.
- Creates and promotes a public information program in support of the Department and departmental goals and objectives.
- Attends city executive planning

sessions, community-based and advisory meetings, workshops, and City Commission meetings.

- Performs other duties as required.

THE IDEAL CANDIDATE

The ideal candidate for Police Chief is an approachable, collaborative leader who is fair, transparent, inclusive, and fosters an open dialogue with the community. The Chief will create and influence relationships to bolster community involvement and trust.

The Chief will be professional, personable, and team-oriented, working closely with the City Manager's Office and various internal and external partners.

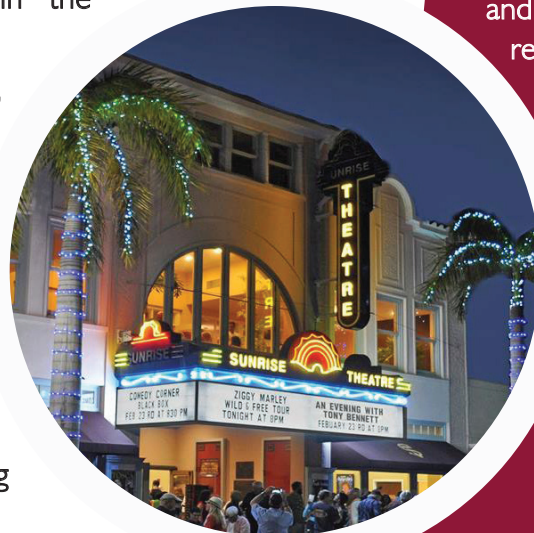
The Chief must advocate for staff, promote training and staff development, and influence department culture and morale.

The Chief will take a fresh look at the Department, assess its overall effectiveness, and bring it forward as needed.

Projects and initiatives include relationship building with the community and partners; planning, designing, or enhancing facilities and equipment; ongoing development of programs; technology advancements; continued professional training and development; and obtaining reaccreditation as needed.

The selected candidate will be well-versed in modern policing techniques and possess solid fundamentals in policing.

An innovative and solutions-oriented individual with exceptional interpersonal and communication skills is needed. Experience in union negotiations and finance/



budgeting is essential. Must be politically astute, while remaining apolitical.

The City seeks a proven leader who inspires the confidence of the community and police officers, is committed to community policing and problem-solving policing strategies, enhances police and community relations, and delivers excellent police services to all citizens of Fort Pierce.

Requirements include a bachelor's degree in Political Science, Criminal Justice, Public Administration, or a related field; a master's degree is preferred. Candidates must have at least ten (10) years of progressively responsible law enforcement supervisory experience, including three (3) years at a command-level of Bureau Commander or above. The completion of a nationally recognized advanced law enforcement administration course from the FBI National Academy, Southern Police Institute (SPI), Senior Management Institute of Police (SMIP), or similar agency is required. Must have a Florida Law Enforcement Certificate or the ability to obtain within one year of hire date.

For more information about the Police Department and the City, please visit the following websites:

City of Fort Pierce: www.cityoffortpierce.com

Police Department: www.fppd.org



COMPENSATION

The salary range is \$128,250 - \$212,000; the starting salary will be dependent upon qualifications. The City values its employees and offers an excellent benefits package. Florida does not have a state income tax. Residency within city limits is required. All employees are subject to being required to report to work during a declared disaster.

TO APPLY

If you are interested in this outstanding opportunity, please visit www.SRNsearch.com and apply online. The first review of resumes will take place on September 22, 2025; the position is open until filled. Resumes will be screened according to the qualifications outlined above. Screening interviews with the most qualified applicants will be conducted by S. Renée Narloch & Associates to determine a select group of finalist candidates who will be asked to provide references; references will be contacted only following candidate consent. Final interviews will be held with the City. Candidates will be notified of the recruitment status following the selection of the Police Chief. Questions regarding this recruitment should be directed to:

Ms. S. Renée Narloch, President

Mr. Elliott Pervinich, Vice President

S. Renée Narloch & Associates

info@SRNsearch.com | 850.391.0000

www.SRNsearch.com

The City of Fort Pierce is an equal-opportunity employer. In accordance with Florida's Public Records/Sunshine Laws, resumes and applications are subject to public disclosure.



S. RENÉE NARLOCH
& ASSOCIATES
PROFESSIONAL EXECUTIVE RECRUITMENT