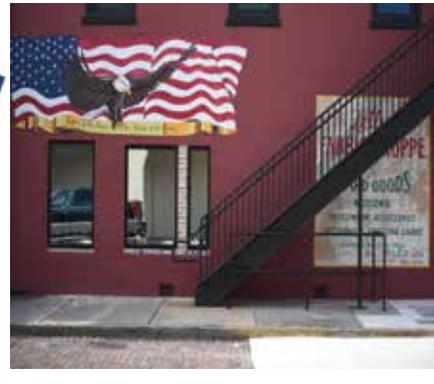
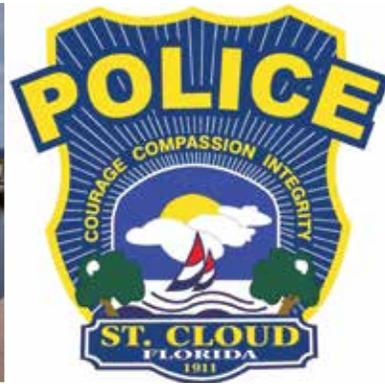




S. RENÉE NARLOCH
& ASSOCIATES
PROFESSIONAL EXECUTIVE RECRUITMENT



CITY OF ST. CLOUD, FL

INVITES YOUR INTEREST IN THE POSITION OF

POLICE CHIEF

THE COMMUNITY

St. Cloud (approx. pop. 58,964) is located along the southern shore of East Lake Tohopekaliga in beautiful, sunny central Florida, 25 miles southeast of Orlando. Part of the Orlando-Kissimmee-Sanford metropolitan area, the city is about 45 minutes west of Melbourne and the Atlantic Coast, approximately 1.5 hours east of Tampa, and an easy 18-minute commute to the Orlando International Airport.

The city is approximately 20 square miles and is located in the northern portion of Osceola County, which is the geographic center of Florida. St. Cloud is nine miles away from the only other municipality in the County—the City of Kissimmee.

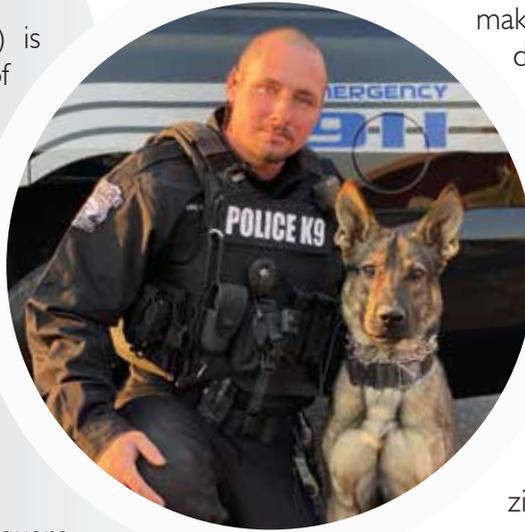
Incorporated in 1911, the city is rich in history and offers an exceptional quality of life. The city is a desirable address for many Orlando area-bound commuters looking for a safer, small-town atmosphere and a quieter pace of life while still remaining close to big-city amenities.

The city is a burgeoning community that experienced an approximate 45% increase in population from 2010 until 2018 due to significant new home construction in the northeast and southwest sides of the city.

St. Cloud has enjoyed a stable economic base in part due to its proximity to the Walt Disney World complex and numerous other tourist attractions and in part due to the surrounding cattle and citrus industries. While primarily residential, the city also serves as a retail and commercial center for eastern Osceola County. The local economy consists of diversified retail trade, lodging, dining, manufacturing, and healthcare-related establishments. Eco-tourism and Ag-tourism attractions located in rural areas closely surrounding the city have also enhanced its economic climate.

The city is aggressively promoting economic development and working to retain its current businesses while actively reaching out to a mix of prospective new companies to strengthen its local economy and provide high-paying jobs to residents.

East Lake Tohopekaliga, locally known as East Lake Toho, is an ecological gem roughly 12,000 acres in



size. Excellent visibility and great bass fishing make this a very popular year-round destination. Forever Florida, Wild Florida, Partin Ranch Corn Maze, and Reptile World provide family-friendly activities for visitors and residents, showcasing the vast natural beauty of the city and surrounding areas. These attractions offer unique ways to enjoy the undeveloped Florida landscape, such as blazing a trail by horseback, traveling the terrain by swamp buggy, soaring down a zip-line, or cruising the lake by airboat.

Steven's Plantation is a 590-acre development that includes mixed-use development and offers a walkable community in a technologically advanced environment. Less than 10 minutes from St. Cloud's Historic Downtown, Steven's Plantation offers a Norman Rockwell lifestyle within a short walking distance of an innovative corporate/business park and many other amenities, including a quaint downtown, fine dining, shopping, parks, and a marina.

The city has many recreational and open space amenities designed for all ages, including a chain of connected lakes and world-class parks, such as the all-access Cannery Park, the prestigious Lakefront Park, and the Marina. The city is in the final stages of becoming a Seaplane Base where guests far and wide can fly in and land/park on East Lake Toho and enjoy all the city has to offer.

THE ORGANIZATION

The mission of the City of St. Cloud is to, through its elected officials and staff, provide a safe and healthy environment, manage resources, and plan for the future. The City is dedicated to cost-effective open government, professional management, and quality service.

The City is a full-service city and operates under a Council/Manager form of government. The City Council is the legislative and policy-making body and is comprised of a Mayor, Deputy Mayor/Council member, and three Council members, who are elected to staggered four-year terms with two-term limits.

The City Council appoints the City Manager as the chief administrative officer of the municipality, responsible to the City Council for all municipal affairs placed in his charge by or under the City Charter.

The City has 755 FTEs and a total proposed budget for FY 2021/2022 of \$171 million.

The City recently adopted a 25-year Envision St. Cloud Master Plan and a Five-Year Strategic Plan. The long-term vision for St. Cloud is to be the City of choice in Osceola County and the Orlando metropolitan area. As such, the City continues to focus on improving services, funding, capital investments, technology, and amenities.

THE DEPARTMENT

The Police Department currently has 149 full-time and 47 part-time employees and an \$18 million budget. Divisions within the Police Department include Police Uniform Patrol, Criminal Investigations, Special Operations, Crime Prevention, Professional Standards, and the Emergency 911 Communications Center.

The Department is organized into three separate bureaus—Office of the Police Chief; Operations Bureau, and Administrative Bureau. The Office of the Police Chief provides leadership and a blueprint for the mission of police operations.

The Operations Bureau is responsible for the daily operations of the Patrol Operations Division and the Investigative Services Division. In addition, this Bureau oversees SWAT, Emergency Services Unit, Drone Unit, and Marine Patrol.

The Administrative Bureau is responsible for the daily operations of the Community Policing Division and the Support Services Division. In addition, this Bureau oversees the Crisis Negotiation Team, Emergency Response Team, Honor Guard Team, and Patrol Bicycle Unit. The Administrative Bureau also has responsibility for the Office of Professional Standards. The Operations and Administrative Bureaus are each led by a Deputy Police Chief.

THE POSITION

The Police Chief is the chief administrative, operational, and supervisory position for the Police Department. The Chief reports to the City Manager and is responsible for the executive leadership and financial management of the Police Department.

Duties include supervising subordinates responsible for the daily operations of the Department, including enforcement of municipal ordinances, as well as State and National laws; prevention and investigation of crimes; and providing support to other law enforcement agencies and City Departments.

The following listed functions are those that represent the majority of the time spent working in this position. Management may assign additional functions related to the type of work of the position as necessary.

Duties and responsibilities of the Police Chief include, but are not limited to, the following:

- Supervises, directs and evaluates assigned staff, processes employee concerns and problems, directs work, counsels, disciplines, and completes employee performance appraisals.
- Coordinates, assigns, and reviews work and establishes work schedules; maintains standards; monitors status of work in progress; inspects completed work assignments; answers questions; gives advice and direction as needed.
- Provides Executive Management, Professional Compliance, and Operational Leadership for the Police Department.
- Formulates and prescribes departmental policies and ensures public trust through professional standards and community involvement.
- Performs objective and measured performance evaluations on all departmental programs and services; establishes quality standards by which program decisions are made; provides reports as required by the City Manager and City Council.
- Develops strategic planning and authorizes financial management and annual budgets for public safety.
- Responds to citizen and citizen group 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, community-based and advisory meetings, conferences, workshops, and City Council meetings.



- Maintains intergovernmental relations with all Public Safety agencies at the local, state, and federal levels.
- Performs all other related duties as assigned.

THE IDEAL CANDIDATE

The ideal candidate for Police Chief is an approachable, collaborative leader who is 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 and 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 new or existing facilities and equipment; ongoing development of programs; technology advancements; continued professional development and training; and obtaining reaccreditation.

The ideal candidate will be well versed in modern policing techniques with solid policing fundamentals. An innovative and solutions-oriented individual with exceptional interpersonal and communication skills is needed. Experience in union negotiations and finance/budgeting is important. Must be politically astute, while remaining apolitical.

Requirements include a Bachelor's degree in Police Science, Criminology, Public Administration or related field supplemented by ten (10) years of progressively responsible supervisory experience including two (2) as a Lieutenant; or possession of any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities. Certifications from the FBI National Academy, Southern Police Institute (SPI), or Senior Management Institute of Police (SMIP) are preferred.

Residency within the City limits is not required. The Chief of Police provides services or performs duties



for the benefit of the general public during emergencies. These may include services or duties different from those performed in the job's usual course and scope. In the event of an evacuation, the incumbent may be required to remain to perform needed services.

COMPENSATION

The salary range is \$96,455.42-\$152,759.36, with a starting salary dependent upon qualifications. The City offers an excellent benefits package. For benefits information, visit www.stcloud.org/84/Benefits. The State of Florida does not have a state income tax.

TO APPLY

If interested in this outstanding opportunity, visit our website at www.srnsearch.com and apply online. First review of resumes is October 15, 2021; 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 of St. Cloud. Candidates will be advised of the status of the recruitment following the selection of the Police Chief.

Questions may be directed to:

S. Renée Narloch & Associates
info@srnsearch.com | 850.391.0000
www.srnsearch.com

For more information, visit www.stcloud.org. The City of St. Cloud is an equal opportunity employer.

Pursuant to Florida's broad Public Records/Sunshine laws, applications and resumes are subject to public disclosure.

