



*The City Manager of Ingleside, Texas
is seeking an experienced law enforcement
professional to be the next
Police Chief*



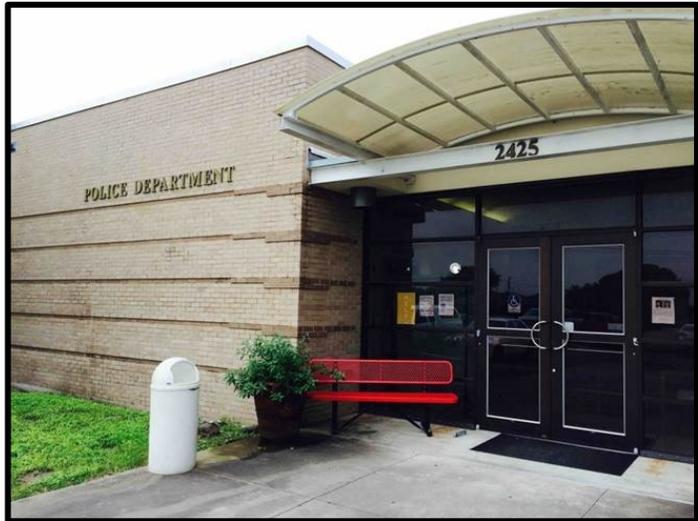
The City of Ingleside, Texas is located in San Patricio County in the beautiful Coastal Bend area. Ingleside is a residential suburb of Corpus Christi (18 miles northeast) and has a growing petrochemical industrial base. The area that is currently the City of Ingleside was settled by Europeans in the 1850's. Like many Texas cities, ranching and farming were the major economic activities initially. During the later years of the 19th century, fishing became an important economic factor. Industry began to see the area as a prime location in the early 20th century and a residential community began to emerge. The City of Ingleside was originally incorporated in 1951. The City has a current estimated population of 10,134.

Recently, Ingleside and San Patricio County have experienced a major impact from developments related to the Eagle Ford Shale and Permian. The area continues to benefit from the economic stimulus generated by production, primarily in the refining and maritime sectors. The Port has seen an increase in outbound ships and has added to the number and capacity of its wet docks, indications that the county plays an important role in keeping the energy business moving. There is currently underway or planned over \$85 billion of construction in the Coastal Bend region.

With its location in the Coastal Bend area adjacent to Corpus Christi, Rockport and Port Aransas,

Ingleside offers a truly unique small town environment with the added attractions of the amenities of a major metropolitan area. Residents and visitors can take advantage of a number of parks in the City including the N.O. Simmons Skate Park with its state of the art skate bowl, splash pad, walking trails, and other facilities. Live Oak Park with over 90 acres of area, is home to two 18-hole disc golf courses which have been described as the most challenging in the state, Baseball and Softball fields, nature trails, and a pond which is home to many local and migrating birds. Opportunities abound for bird watching at this park which is located on the Greater Texas Coastal Birding Trail and at Whitney Lake. Cove Park has two free lighted public boat ramps that offer boaters and fishermen a direct outlet into LaQuinta Channel and Corpus Christi Bay.

Within a short drive of Ingleside are the beaches of the Padre Island National Seashore and Port Aransas and a wide variety of water sports. Other regional attractions include the Texas State Aquarium, Corpus Christi Hooks Baseball, Corpus Christi IceRays Hockey, Botanical Gardens, Schlitterbahn Waterpark, and the USS Lexington Museum in Corpus Christi. Minor league baseball is available at the ballpark home of the Corpus Christi Hooks. There are even a number of art and cultural museums in the area. Residents can also take advantage of six colleges and universities within



reasonable driving distance. The Ingleside Independent School District motto is “Working together as the District of Choice.” The district provides quality education to a diverse student population. IISD is rated as “Recognized” by the Texas Education agency. Residents are also served by a number of quality medical facilities in Portland, and Corpus Christi.

Governance: The City of Ingleside operates under a Home Rule Charter adopted in 1995 as a Council/Manager form of government. The Charter was last amended in May, 2017. The City is governed by a City Council composed of the Mayor and six Councilmembers elected at large for



two year terms. The Mayor and Councilmembers are limited to three consecutive terms in office under the City Charter. The City Council appoints a City Manager who is responsible to the City Council for administration of all affairs of the City. The City Council also appoints the City Attorney and the Judge of the Municipal Court. The current City Manager is David Huseman who was appointed to his position in September 2018.

The Position: The new Chief will take command of a police agency charged with providing a very high level of service to the Ingleside community. The Chief supervises a department with 21 sworn personnel, 6 dispatchers, 1 Terminal Agency Coordinator, 4 reserve officers, 2 animal control officers and 2 administrative support personnel. The authorized FY 2018-2019 budget for the Police Department is



\$2,676,011. Directly reporting to the Chief are the Patrol/Operations Captain, the CID/ Support Captain, the Central Records Clerk, Terminal Agency Coordinator, and the Dispatchers. Police personnel are assigned to twelve-hour shifts.

The Police Department maintains a fleet of modern vehicles equipped with MDT computers and video cameras. Officers also are equipped with personal video cameras.

In seeking to fill this position, the City Manager is looking for an experienced law enforcement manager who has a reputation of being able to build trust and confidence in a police agency providing a high level of personalized service to the community as well as within the department. The City's preference is for candidates who have strong experience in patrol, investigations and community relations and whose career in law enforcement shows steady progression through the ranks of a police agency. Specific areas of knowledge and experience that are desirable include:

- Knowledge of the preparation, presentation, implementation and management of a police department operating and capital budget.
- Knowledge of personnel management and employment law and their application in a police agency.
- Familiarity with the development of consistent, fair and effective disciplinary and promotional practices.



- Experience implementing a community-oriented policing philosophy in a police department and with the development of effective relationships between the police department and residents, civic, and business groups.
 - Experience with the development and implementation of law enforcement training programs.
 - A successful record of developing and maintaining positive relationships with other local, state, and federal law enforcement agencies.

Personal Qualities: The City Manager sees the Police Chief as an extremely important participant in the City's efforts to maintain an excellent quality of life in the community. As a result, he will be looking for candidates who have established a successful track record of being out in the community and visible as well as accessible to people throughout the community. In evaluating applicants for this position, the City Manager will be looking for candidates who have the following characteristics and competencies:

- A person with a record of developing successful community outreach programs and of being accessible and responsive to citizens from all sectors of the community.
- A person with a proven record of absolute integrity and fairness in the application of policies and discipline and in the treatment of Police Department personnel.
- A person who is seen as caring, open, and accessible to personnel at all levels while maintaining respect for the chain of command.
- An excellent communicator who can effectively represent the Police Department and communicate law enforcement issues including the needs, expectations, and limitations of the department to the community, the media, Police personnel, and the City Council.
- A person with a reputation of absolute integrity and who sets high standards for him/herself and others in the department, and who is an effective delegator with the ability to assign responsibilities to subordinate personnel and hold them accountable for results.
- A decisive leader who is open to the ideas of others and who seeks to involve people at all levels of the department in problem solving and decision making.
- A person who is seen as an effective developer, motivator, and evaluator of subordinate personnel and who has a reputation for providing training and education equitably for all personnel.
- An ability to evaluate the effectiveness of existing and proposed programs and develop recommendations for improving the organization.
- A fiscally responsible manager who is able to balance the needs of the department with the limited financial resources of the community.
- An innovative and creative thinker who is not afraid to consider new technologies, equipment, training, and police practices. Someone who can think outside of the box.
- An apolitical leader who has the courage to speak openly, with diplomacy and tact, to the City Manager and City Council about policy matters and other issues related to the Police Department.



Initial Priorities: The new Police Chief will join an organization committed to providing high quality police services to a community whose residents have high expectations. The City Manager will expect the new Police Chief to quickly become familiar with the community and with the standard operating procedures for the Police Department. In addition, he will expect the new Police Chief to give attention to the following issues.

Community Oriented Policing - The City Manager strongly supports the philosophy embodied in community oriented policing. He will expect the new Police Chief to quickly become familiar with the operations and personnel of the Police Department and with the expectations of residents. Based upon this initial evaluation, the Chief will look for ways to strengthen this aspect of the Department's operations through community outreach and neighborhood programming.

Equipment and Technology Issues - Concerns have been voiced about the quality and condition of the Police Department's technology. The City Manager will look to the Police Chief to develop a process for analyzing the department's equipment and technology requirements and for developing a plan for meeting the department's needs in these areas in coordination with the City's overall Information Technology systems.

Accreditation - The Recognition program is a lengthy and arduous process to undertake and requires the department to completely review, evaluate and oftentimes correct gaps, adopt or update policy, correct procedures and even change how the department has been doing business in the past. The top down review consists of 168 categories of the twelve most critical issues involving law enforcement.

Minimum Qualifications: Graduated from a recognized police academy, at least a Bachelor's degree in a related field, plus at least ten years of experience in municipal law enforcement, including four years of senior level command level position experience; or any equivalent combination of experience and training which provides the required knowledge, skills, and satisfies state statutes.

Masters Certification by the Texas Commission on Law Enforcement Officer Standards and Education (TCLEOSE) is preferred; and appropriate Texas driver's license.

Compensation: The salary range is \$62,000 to \$80,000 depending upon background and qualifications of the successful candidate. The city benefits package includes medical, dental, vision, life insurance and longevity pay. The City participates in the Texas Municipal Retirement System. The City provides paid vacation, sick leave, and holidays.

To Apply: Send an electronic version of your current resume and salary history to HumanResources@inglesidetx.gov.

Applicants for this position selected as finalists will be subject to a background review prior to interview. Under the Texas Public Information Act, information from your resume may be subject to release to the public.

The City of Ingleside is an Equal Opportunity Employer and encourages anyone interested in this position to apply. Ingleside desires diversity at all levels of its workforce!

