



Cape Coral FLORIDA



Invites your interest in the position of

Chief of Police

The City of Cape Coral is looking for a community-driven and forward-focused individual to lead a top-tier police department. The successful candidate will be an innovative and visionary leader with a focus on community engagement.

The Cape Coral Police Department is an internationally accredited law enforcement agency through the Commission on Accreditation for Law Enforcement Agencies (CALEA) as a flagship agency. The Department also is accredited by the Commission for Florida Law Enforcement Accreditation (CFLA) and its Forensics Unit has been crime scene accredited by the ANSI National Accreditation Board (ANAB) since 2017.

The next Police Chief will have the opportunity to lead 274 law enforcement officers, 94 civilian professionals, and will be responsible for a new law enforcement training facility that is in the engineering and design phase.



The Community

Cape Coral is the largest city in Lee County and is located along Florida's Gulf Coast. The city was incorporated in 1970. Geographically, Cape Coral is a large peninsula bordered by the Caloosahatchee River on the east and south and Matlacha Pass/Charlotte Harbor on the west. The city of Fort Myers lies to the east of Cape Coral across the River.

A unique feature of the city is the more than 400 miles of freshwater and brackish canals, which is more than any other city in the world. The canals allow for boating, fishing, and other recreational activities.

Cape Coral is a rapidly growing city with a population that is quickly approaching 200,000. The City benefits from about 265 days of sunshine annually. The primarily residential city is an affordable place to live with a median home value of about \$243,000.

The city is home to all levels of top education. The City's municipal charter school system offers two "A" rated elementary schools and an "A" rated middle and high school. The Lee County School District offers nine elementary schools, six middle schools, and four high schools in the city. Florida Gulf Coast University (FGCU), Florida Southwestern State College (FSW), Barry University, Hodges University, Rasmussen College, and Cape Coral Technical College offer higher education opportunities in the area.

Southwest Florida also has plenty of golf courses, theaters, museums, and many outdoor recreational opportunities such as kayaking and bicycling. The Boston Red Sox and Minnesota Twins make nearby Fort Myers their spring training home.

Two airports are within 25 miles of the city: Southwest Florida International Airport in Fort Myers and the Punta Gorda Airport are just a short drive from Cape Coral.



Organization Overview

The City operates under a Council-Manager form of government. The City Council is composed of a Mayor and seven members who are elected at large, serving staggered four-year terms and are limited to two, consecutive terms. Elections are held on even-numbered years. The Mayor and Council appoint the City Manager, City Attorney and City Auditor. The City Manager carries out City Council policies and manages the day-to-day operations of the City government.

City government is divided into 12 departments – City Manager’s Office, City Attorney’s Office, Police, Fire, Public Works, Utilities, Community Development, City Clerk’s Office, Information Technology Services, Human Resources, Parks and Recreation and Financial Services. Overall, Cape Coral has about 1,568 full-time equivalent positions, and about 200 contractual equivalent employees.

The City’s Fiscal Year 2021 budget is about \$895 million. The General Fund budget is about \$254 million. Three unions represent City employees – the International Union of Painters and Tradesmen (IUPAT), the International Firefighters Association (IFFA), and the Fraternal Order of Police (FOP).

Police Department and Position Overview

The new Chief of Police will report to City Manager Rob Hernandez, who joined the City in 2020. The Chief of Police is supported by two deputy chiefs and will oversee an annual budget of \$62M.

The Cape Coral Police Department is responsible for the enforcement of municipal ordinances, state statutes, and federal laws within the city limits. Multiple units including the SWAT, K9, and Marine units are dedicated to keeping the community safe. The Cape Coral Police Department has six bureaus:

- Patrol
- Communications and Logistical Support
- Investigative Services
- Professional Standards
- Special Operations
- Community Services

The Police Department has a reputation of excellence and a strong commitment to maintaining and building upon the relationship with the community. The Department’s mission: “To ensure the safety and well-being of our community through a partnership with our citizens.” According to the 2019 Florida Department of Law Enforcement Uniform Crime Reporting statistics, Cape Coral is the safest city in Florida (with populations greater than 100,000) for violent crime. The city also had the highest reductions in violent and non-violent crime among these cities.

Cape Coral continues to experience rapid growth and is consistently among the fastest-growing cities in the United States. With an area of 120 square miles, Cape Coral is Florida’s third-largest city by landmass and is only about 50 percent developed.

For more information about the Police Department, please visit the Cape Coral Police Department’s website at www.capecops.com/#welcome.





Key Priorities

- Recruiting and retaining a skilled, community-oriented workforce that is reflective of the diverse community; filling existing vacancies as well as upcoming vacancies due to planned retirements.
- Facilitating the ongoing extensive review process for a new computer-aided dispatch system (CAD) and records management system (RMS).
- Completing the construction of the new Police Training Facility. Continuing to foster trust within the community and build upon the department's strong community relations.
- Ensuring the success of internal promotions to include assessment of training needs for specialty positions and development of robust training resources.

Qualifications

- Candidates must have a bachelor's degree. A master's degree is highly preferred. Candidates also must have 10 or more years of experience as a certified law enforcement officer and five years or more in a command level capacity (rank of Captain or higher). Completion of an advanced police leadership training program, such as the FBI National Academy, Southern Police Institute, Florida Criminal Justice Executive Institute, or similar program is required.
- Candidates must achieve State of Florida certification as a sworn police officer under State Statute 943.13 within six (6) months of employment.



The Successful Candidate

- Establishes and maintains cooperative working relationships with the community, city officials, employees, and representatives of other agencies.
- Motivates and leads by example through honesty and integrity.
- Demonstrates a successful track record of developing collaborative relationships internally and externally.
- Has leadership experience working in a council-manager form of government and possesses expert skills in navigating the complexities of a rapidly growing city.
- Proactively focuses on crime prevention efforts to effectively respond to shifting crime trends and emerging social problems through crime analysis methods and technology and community partnerships.
- Keeps abreast of relevant issues affecting the city, the Department, and the law enforcement profession.
- Develops innovative solutions to attracting, retaining, and promoting diversity in the workforce.
- Fosters a culture of continuous improvement and accountability.



Salary and Benefits

The salary range is \$109,262 to \$180,263 (beginning salary will be commensurate with experience). The City offers a highly competitive benefits package. Additional information about the City Employee Benefits package can be found online at www.capecoral.net on the Human Resources Department page.

To Apply

Visit <https://agency.governmentjobs.com/developmentalassociates/default.cfm> and click on the – **Chief of Police-Cape Coral** link. To learn more about the selection process, visit developmentalassociates.com and select “**Client Openings**”

All applications must be fully completed and submitted online via the Developmental Associates application portal –NOT the City of Cape Coral website nor any other website.

Resumes and cover letters should be uploaded with the application. It is not sufficient to send only a resume. Application review begins February 21, 2021. Finalists will participate in virtual interviews and skill assessments on March 29-30, 2021. Interviews with the leadership team will follow at a subsequent time. Inquiries about your application should be emailed to hiring@developmentalassociates.com. Cape Coral is an equal opportunity employer committed to a diverse staff and welcomes all applicants.

Developmental Associates, LLC is managing the recruitment and selection process for this position.

Confidentiality Conditions

Confidentiality under Florida’s “Sunshine” Law: Once an application is submitted, it is deemed a public record. Typically, media coverage begins after semifinalists are announced at the end of April.



Full List of Employee Benefits:

https://www.capecoral.net/departments/human_resources/city_employee_benefits.php

