



# El Paso Police Chief Executive Recruitment Update

Work Session  
Item #7

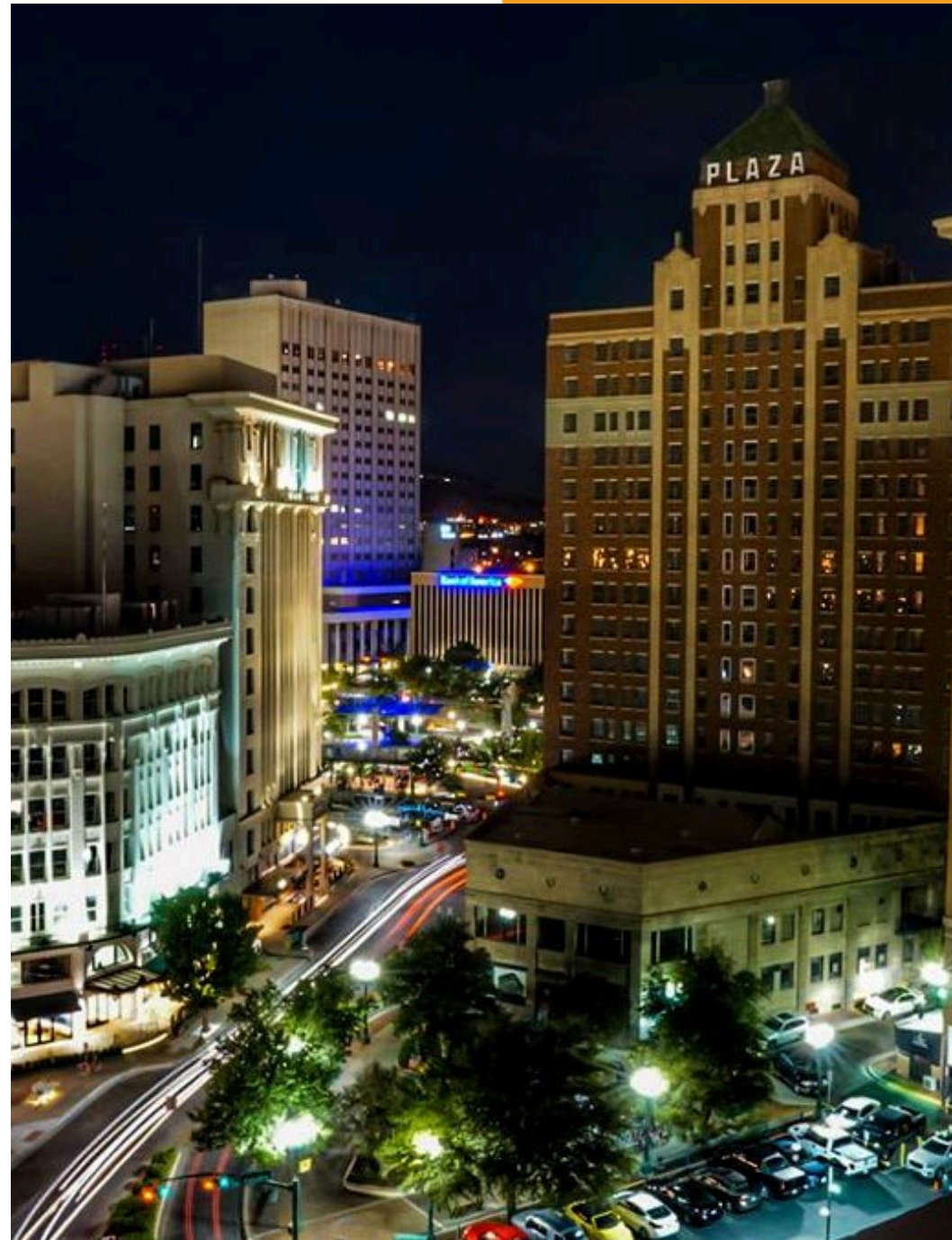
March 27, 2023

# Goals

## Goal 2

### Set the Standard for a Safe and Secure City

- 2.1 – Maintain standing as one of the nation's top safest cities
- 2.2 – Increase community involvement in resident safety
- 2.3 – Increase Public Safety Operational Efficiency



# Recruitment Firm

## SGR

(Strategic Government Resources)

- SGR has more than 700 local government clients in 47 states
- SGRjobs.com is one of the largest local government job boards in the nation, with over 1,600 job postings, and more than 25,000 page views each month
- SGR has formal strategic collaborations with a number of associations and municipal leagues
- SGR Team Members and Facilitators speak an average of once per week at conferences and regional workshops across the nation



# Executive Recruitment Process

- Development of Recruitment Plan and Timeline (TBD)
- Review Previous Panels for the Chief of Police to ensure emulation of previous processes at minimum
- Preliminary Input: Key Community Stakeholder Engagement (1-2 months, bilingual)
- Marketing & Advertising (30-day minimum)
- Comprehensive Evaluation & Vetting of Applicants
- Meet & Greet – Stakeholder Engagement
- Final Selection – City Executive Staff



# External and Internal Stakeholder Engagement

## BILINGUAL ENGAGEMENT



### Residents

Online Survey

Neighborhood Associations

Police Community Advisory Board

Neighborhood Watch Orgs.



### Community Partners

Education Partners

Nonprofit Partners Organizations

Business Partners and Organizations



### Law Enforcement Associations and Agencies

El Paso Municipal Police Officers' Association

El Paso Sheriff

Federal Agencies

State Agencies



### City Leadership

Members of Council

City Executive Staff

Department Heads

## High-level Summary

# Questions?

## MISSION



Deliver exceptional services to support a high quality of life and place for our community

## VISION



Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government



## VALUES

Integrity, **R**espect, **E**xcellence,  
**A**ccountability, **P**eople



## MISIÓN



Brindar servicios excepcionales para respaldar una vida y un lugar de alta calidad para nuestra comunidad

## VISIÓN



Desarrollar una economía regional vibrante, vecindarios seguros y hermosos y oportunidades recreativas, culturales y educativas excepcionales impulsadas por un gobierno de alto desempeño



## VALORES

Integridad, **R**espeto, **E**xcelencia,  
**R**esponsabilidad, **P**ersonas