



ADMINISTRATIVE SERVICES DEPARTMENT INTEROFFICE MEMORANDUM

TO: Robert J. Bradshaw, City Manager

FROM: Sheritta Johnson, Interim Administrative Service Director *S Johnson*

RE: **Recommendation for Police Chief Search Services**

DATE: September 4, 2014

The City is undertaking a very important charge in searching for a Chief of Police, and it is imperative that the right individual is selected for the position. I have researched three organizations, the Florida Police Chiefs STARS Program, International Association of Chiefs of Police (IACP) and Police Executive Research Forum (PERF) for the Executive Search and my recommendation is herein.

Each firm provides the following basic services:

- 1) Job and Candidate Profiling
- 2) Recruitment and Marketing
- 3) Resume Receipt and Review

In my opinion, Police Executive Research Forum (PERF) has the most comprehensive approach. "Prior to initiating the national search process, PERF will conduct an onsite assessment to meet with key stakeholders including the City Manager, City Commission, other city officials, leaders within the Fort Pierce Police Department, community leaders and other important groups to identify the knowledge, skills, experience and interpersonal qualifications desired for the Chief of Police." In addition, PERF recruitment includes soliciting candidates from diversity-oriented groups, such as the International Association of Chiefs of Police (IACP), the National Organization of Black Law Enforcement Executives (NOBLE), the National Association of Women Law Enforcement Executives (NAWLEE), the Hispanic American Police Command Officers Associations (HAPCOA) and other like associations.

Recommendation

Based on the aforementioned information, I recommend Police Executive Research Forum (PERF) to conduct the search to fill the vacant position for Police Chief.

If you have any questions, please contact me.