



THE CITY OF AUGUSTA, KANSAS IS SEEKING ITS NEXT DIRECTOR OF PUBLIC SAFETY



The City seeks a new Director of Public Safety who can build partnerships with the community to solve problems and build upon a family-friendly atmosphere where citizens live well and laugh often.

Situated on the rolling tallgrass prairie of South Central Kansas, the community of Augusta retains the historic character and values of a small town while affording the benefits of a nearby urban center. A stable economy, high-performing schools and safe neighborhoods, along with significant public investments and a sense of mutual obligation among neighbors, sustain its family-friendly lifestyle.

Prospective candidates will find that this growing, full-service city of 9,300 residents is noteworthy for its civic spirit and willingness to make investments for its future. This profile describes: the community and municipal organization; job duties and compensation parameters; preferred candidate qualifications and qualities; and projects and issues that the new Director of Public Safety will be expected to address.





MUNICIPAL ORGANIZATION

The City is governed by a directly-elected Mayor and eight-member City Council elected from four wards on a non-partisan basis to staggered four-year terms. The Mayor presides over Council meetings, votes to break ties, exercises veto authority and serves as spokesperson for the City. Elections are held every two years, with the next election in November 2021, when four Council seats are on the ballot.

Day-to-day City operations are managed by the City Manager who supervises all department directors, including the **Director of Public Safety**. The City offers the gamut of municipal services, including general administration, community development, streets, parks, airport, cemetery, wastewater, water, electric, and trash. For Fiscal Year 2021, the City's annual operating budget is \$29.9 million with a General Fund operating budget of \$6.76 million. The largest portion of General Fund revenue is obtained through property taxes. The annual operating budget for the Public Safety Department is about \$2.0 million. The department consists of 32 total personnel with 25 sworn public safety officers (includes director and supervisors) at full staff.

The **Augusta Department of Public Safety**, a unique organizational unit in Kansas, manages police, rescue and fire services, with its officers cross-trained in all service functions. The services of Butler County Rural Fire District 2 are provided by ADPS through an interlocal agreement. The services of professional staff are supplemented by support from 30 or so community volunteer firefighters.

ADPS operates one of three public safety answer points (PSAP's) in Butler County. We have a full-time emergency dispatch center responsible for fielding 9-1-1 calls, non-emergency calls, dispatching units and acting as a backup for the other two PSAPs in the County. ADPS is also assists with animal control functions and municipal court security.

ABOUT OUR COMMUNITY

The character of the community is shaped by its 19th century origins, early discoveries of nearby oil and natural gas, periodic episodes of flooding along its two rivers, and residents' strong attachments to their community.

Augusta offers both established neighborhoods with historic homes on tree-lined brick streets and five newer subdivisions with larger lots and custom-built homes. All of the City's neighborhoods can rightfully claim a small-town, family-friendly spirit where neighbors know and look out for one another.

In the most recent decade, taxpayer willingness to make multi-million dollar investments in K-12 education, flood control, downtown revitalization, playgrounds, trails, and infrastructure reveals a collective optimism for the community and its future. The community's centerpiece is a vital downtown with brick streets, new sidewalks, lighting and landscaping, along with unique locally-owned shops and a restored art deco movie theater.



Augusta Public Schools offers smaller class-sizes and excellent learning opportunities for nearly 2,500 students at six attendance centers, including four elementary schools. As a result of voter approval in 2008 of a \$48 million bond project, the district boasts two new elementary schools, a media center, new gymnasiums and numerous other building improvements. The City is also home to a Pre-K to 5th grade parochial school.

Augusta is strategically located at the intersection of US Highways 54/400 and 77. The four-lane, divided Highway 54/400 provides a ten-mile corridor to the amenities of the Wichita urban center with its population of nearly 500,000.

CANDIDATE PROFILE

A key member of the City's senior leadership team, the next **Director of Public Safety** will be someone who is interested in and passionate about making a positive and lasting impact on the community through effective management of a full-service public safety department. The position requires highly developed technical skills, polished communication and presentation skills, the ability to perform well under pressure, meet deadlines, and develop and maintain credibility and trust within the department and with city staff, the public, elected officials, and cooperating agencies at the local, state, and federal levels.



The successful candidate will have in-depth knowledge and experience in the management of municipal police and fire departments especially those providing a high level of community engagement and advanced crime prevention practices. The ideal candidate will have significant operations experience in various ranks of a police and/or fire department as his/her career has progressed and be current on contemporary best practices of the public safety profession.

As the chief executive of the Public Safety Department, the Director will manage personnel, budget, programs and activities with an eye for continuous improvement to meet the needs and expectations of the community and its residents. A strong, collaborative and visionary style of leadership, both engaging and personable, emphasizing the needs of the department's internal and an external customer is essential. The Director must be willing to gather information and feedback from a variety of stakeholders and make tough, even unpopular, decisions that benefit the organization and community, maximize its human and equipment resources, and provide best possible services to the residents and businesses the department protects. The Director must be willing to develop and maintain a departmental culture that embraces a guardian mindset and emphasizes transparency and accountability to build trust within the community and department.

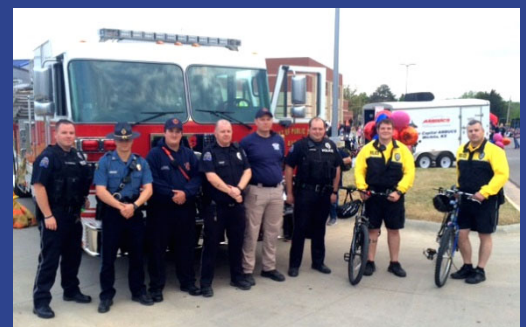
The successful candidate must have a commitment to mentoring, training, staff development and involvement, while valuing employee input into decisions and developing the leadership for tomorrow's department. The Director will have a high degree of visibility in the department and community.

The successful candidate will have a desire to enter into a long-term relationship with the City and the community, and an active commitment and appropriate level of involvement in professional networking and training to keep the Augusta Department of Public Safety fully apprised of applicable equipment, training, methods, procedures and technology that will enable the Department to respond to current and future service demands. The Director will be politically astute without engaging in politics and display impeccable character, candor and professionalism.

ISSUES AND CHALLENGES

Primary issues, opportunities and challenges for the next Director of Public Safety (not listed in priority order) include:

- Recruiting, training and developing the next generation of public safety officers
- Building relationships within the community through proactive engagement and collaboration
- Ensuring a departmental culture that emphasizes a guardian, rather than warrior approach to policing, transparency, and accountability
- Continue utilization of technology in law enforcement operations, including emergency service operations
- Criminal activity, principally property crimes and illegal narcotic activity
- Enhanced fire and crime prevention
- Interagency and intergovernmental cooperation
- Disaster preparedness for emergency responses
- Public and media relations

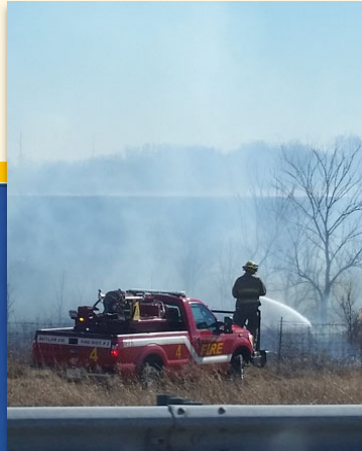


BENEFITS & COMPENSATION

The City provides a comprehensive benefits package and currently pays 91% of the insurance premiums for bundled Medical, Dental, Vision, and Prescription coverage. This equates to employee cost of \$81.00 per pay period for family coverage. Additional benefits include access to Healthcare Bluebook, Fair Market Health, Teledoc, and the Benefits Resource Center.

Supplemental benefits include Flexible Spending Accounts, Life Insurance, Accidental Death & Dismemberment Insurance, Long-Term Disability Coverage, Pet Insurance, multiple AFLAC plans, reduced cost for YMCA membership, and access to an Employee Assistance Provider 24/7/365. This position is covered by Kansas Police & Fire Retirement System (KP&F) and employees can also participate in 457 and Payroll IRA plans. Generous vacation and sick leave, as well as wellness benefits are included. Longevity pay benefits apply after three (3) continuous years of employment.

The salary for this position will range up to \$92K, DOQ, with increases eligible in accordance with our policies.



QUALIFICATIONS

Education and Experience:

The preferred candidate for this position shall have a master's degree in criminal justice, public administration, or related field and hold Advanced Law Enforcement Training such as FBI National Academy, ten (10) years of administrative public safety experience, at least five (5) of which are at the department head level serving a metropolitan statistical area population of at least 10,000.

At minimum, the candidate is required to hold a Bachelor's degree from an accredited college or university in criminal justice, fire science, business administration, public administration or related fields; and ten (10) years' experience in law enforcement, with five (5) years progressively increasing administrative responsibility for a recognized Fire, Police, or Public Safety Department.

Certification:

Must be a certified law enforcement officer in the State of Kansas or able to obtain certification within six (6) months of hire from the Kansas Law Enforcement Training Center.

Residency Requirement:

Must reside within the City of Augusta, KS within nine (9) months of start date.

APPLICATION PROCEDURE

Interested applicants are strongly encouraged to apply by September 24, 2021 (position open until filled) at www.augustaks.org. Following the first review date, applications will be screened against criteria provided in the recruitment profile. Selected candidates will then complete an online assessment and in-person interview. Those named as Finalists will receive a 2nd interview, with reference checks, background checks, and academic verifications conducted after receiving candidates' permission, followed by community meet & greet activities. For more information, please contact Makala Navarro at mnavarro@augustagov.org or by calling 316-775-4510.

**The City of Augusta is a Drug Free Workplace
and an Equal Opportunity Employer.**

