

Recruitment for Chief of Police

City of Fort Bragg



Bob Hall & Associates
Executive Recruiters

www.bobhallandassociates.com

Lead Recruiter: Joe Gorton

Fort Bragg Police Chief Recruitment

Agenda



- Introduction of Recruitment Team
- Overview of the Recruitment Process
- Timeline
- Council Feedback on Ideal Police Chief Candidate

Fort Bragg Police Chief Recruitment

Introduction of Recruitment Team

Joe Gorton- Lead Recruiter (35 years Experience)

- Former City Manager
- Former Police Chief
- Advisory Committee on Mental Health Response in CCC.
- Master's Degree in Organizational Development (USF)

<https://www.bobhallandassociates.com/joe>



Fort Bragg Police Chief Recruitment

Introduction of Recruitment Team

Carl Charles (28 years experience)

- Former Police Chief (Retired)
- Instructor at the Center of Criminal Justice at California State University, Long Beach
- Expert Witness
- Masters Degree in Public Administration
- Bachelor of Arts Degree in Criminology and Corrections

<https://www.bobhallandassociates.com/carl>



Fort Bragg Police Chief Recruitment

Introduction of Recruitment Team

Dr. Marcella Marlowe (25+ years experience)

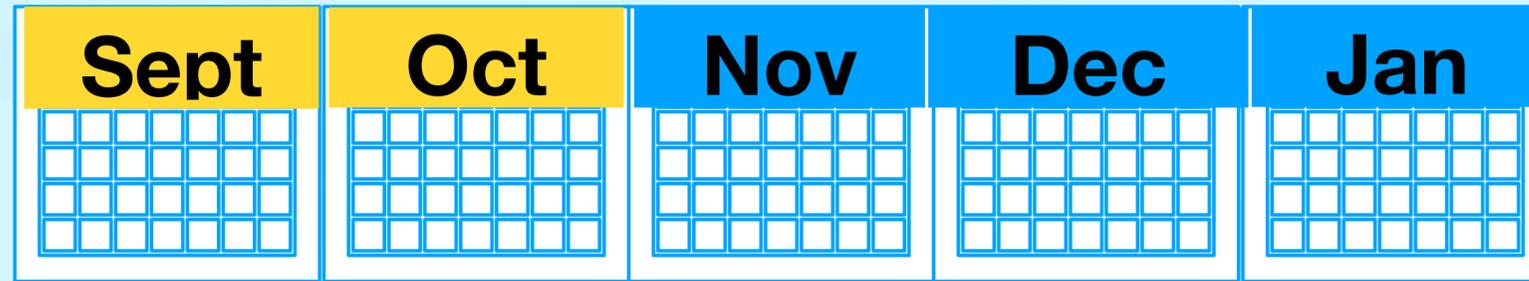
- Former City Manager/HR Manager (Retired)
- PhD Political Science
- Adjunct Professor: College of Law and Public Service (Univ. LaVerne),
Dept. of Political Science (CSF), School of Public Policy (USC)
- Author: Jurisprudential Regimes: The Supreme Court, Civil Rights,
and the Life Cycle of Judicial Doctrine, published in 2011

<https://www.bobhallandassociates.com/marcella>



Fort Bragg Police Chief Recruitment

Recruitment Process & Timeline

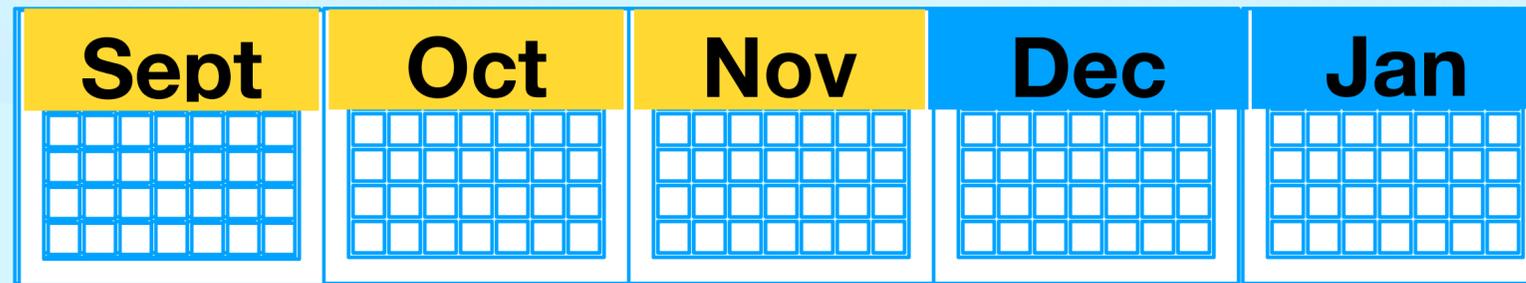


Community Engagement

- Solicit City Council Feedback on Ideal Candidate
- Hold Community-wide Feedback Forum (Tuesday, September 23 @ 5:30pm-Town Hall)
- Solicit Stakeholder Feedback
 - ➔ Business Community
 - ➔ Youth & Schools
 - ➔ Faith-based Community
 - ➔ FBPOA
 - ➔ Other Stakeholders

Fort Bragg Police Chief Recruitment

Recruitment Process & Timeline

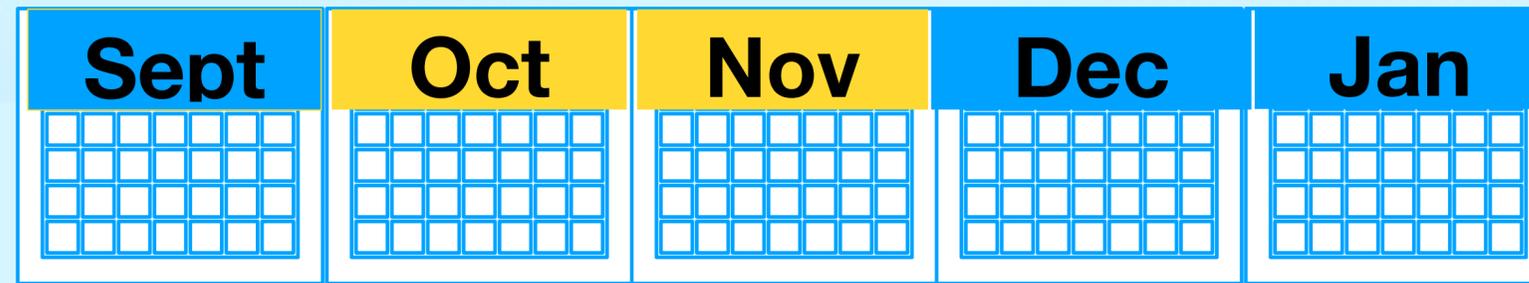


Community Engagement & Recruitment

- Launch Nationwide Recruitment
- Conduct Online Community Survey
- Meet with additional stakeholders as necessary.

Fort Bragg Police Chief Recruitment

Recruitment Process & Timeline

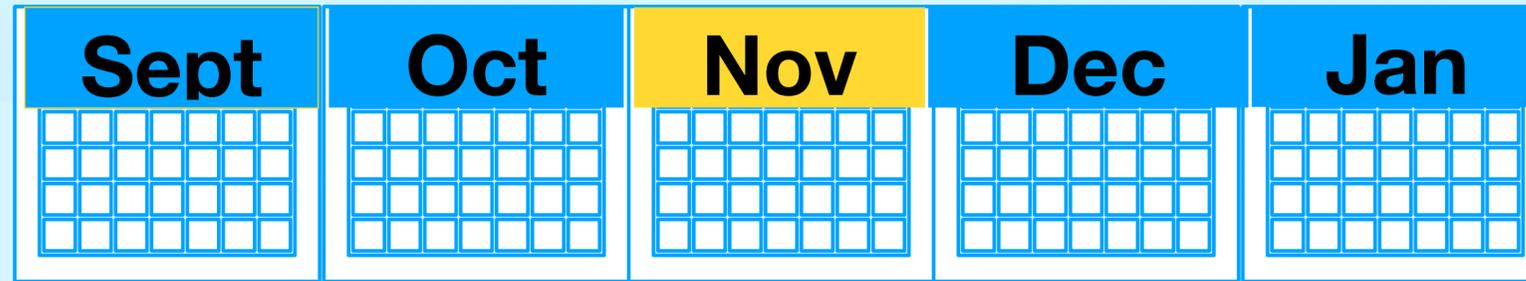


Candidate Screening

- Preliminary Screening Candidates
 - ➔ Candidate Resumes and Cover Letters will be Evaluated to Determine Experience and Education Most Closely Aligned to City's Desired Qualifications
 - ➔ Bob Hall & Associates Will Conduct Screening Interviews with Candidates to Assess which Applicants Should be Moved Forward to the City's Selection Process
- Most Qualified Candidates Presented to the City for Consideration to be Invited to Participate in the Interview Panels

Fort Bragg Police Chief Recruitment

Recruitment Process & Timeline

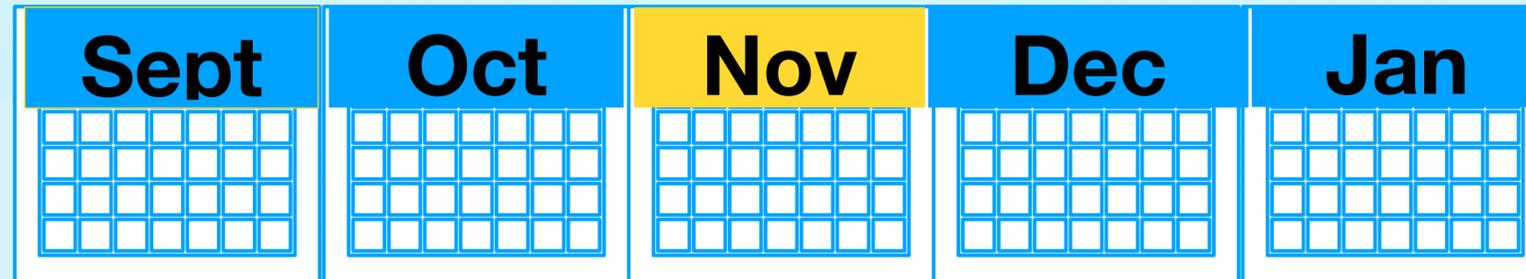


City Selection Process

- Candidates Participate in Oral Assessment Panels
 - ➔ **Professional Panel:** Consisting Police Chiefs/City Managers
 - ➔ **Community Panel:** Consisting of Community Members and Public Safety Committee.
 - ➔ **Staff Panel:** Consisting of Leadership Team and other Key Staff Members

Fort Bragg Police Chief Recruitment

Recruitment Process & Timeline

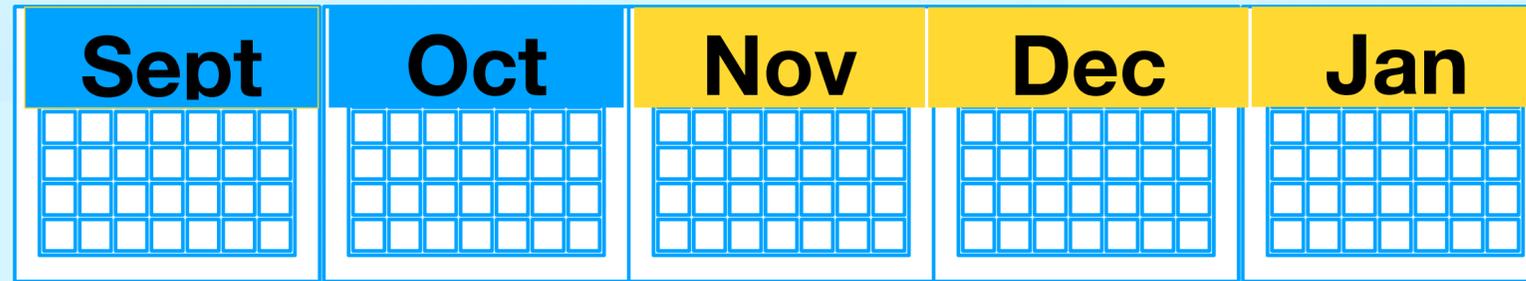


Finalists

- Candidates Determined by the Interview Panels to be Most Aligned with the City's Desired Qualifications will be Invited to an Initial Oral Interview with the City Manager and a "Meet and Greet".
- If necessary, Finalists will Participate In a Final Interview with the City Manager
- City Manager will Make the Hiring Decision

Fort Bragg Police Chief Recruitment

Recruitment Process & Timeline



Chief is Selected

- City will Conduct Background Investigation, reference check and other HR Functions
- New Chief Start Date will be Determined.

Fort Bragg Police Chief Recruitment

City Council Feedback



PLEASE PROVIDE FEEDBACK FOR

- Ideal Police Chief Candidate
- Desired Experience & Qualifications
- Desired Leadership and Management Style
- Desired Community Engagement and Communication Style
- Police/Community Relations
- Collaboration and Partnerships