

Memorandum



CITY OF DALLAS

DATE October 9, 2020

TO Honorable Members of the Public Safety Committee

SUBJECT **Dallas Police Chief Search Process**

Following Chief Hall's notice that she would be leaving the City, the City Manager directed that a national search be conducted to appoint a new chief. Staff recently sought proposals from qualified search firms to assist us in the search and selection process. A total of five firms provided proposals and each were reviewed by a selection committee base on their capability and experience, overall approach and strategy for recruitment, and their fee structure.

I am pleased to report that Public Sector Search & Consulting (PSSC) was chosen as the most qualified firm to help select the next police chief. The principle recruiter for PSSC has successfully managed and recruited police chiefs in over 25 cities and has substantive experience leading the search process for large municipalities.

Upon final contract execution with PSSC, they will lead a stakeholder and community engagement process to develop the position and candidate profile, perform a search and outreach campaign, help identify qualified candidates, and assist in the screening and interview process for finalist. The schedule for these events will be developed as soon as possible, but the overall objective will be to complete the process and make an offer to a candidate by the end of this year.

Staff will provide additional updates as the schedule is developed and the process is underway. Please contact me should you have any questions.

A handwritten signature in black ink that reads "Jon Fortune".

Jon Fortune
Assistant City Manager

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney
Mark Swann, City Auditor
Billierae Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizzor Tolbert, Chief of Staff to the City Manager

Majed A. Al-Ghafry, Assistant City Manager
Joey Zapata, Assistant City Manager
Dr. Eric A. Johnson, Chief of Economic Development and Neighborhood Services
M. Elizabeth Reich, Chief Financial Officer
M. Elizabeth (Liz) Cedillo-Pereira, Chief of Equity and Inclusion
Directors and Assistant Directors