



To the Mayor and Members of the City Council

December 15, 2020

Page 1 of 2

SUBJECT: UPDATE ON CHIEF OF POLICE POSITION SEARCH

The purpose of this Informational Report is to provide an update on the process to fill the police chief position. On September 1st the City Council received a presentation outlining the process that would be followed. As shown at that time, the City entered into a contract with Strategic Government Resources (SGR) to conduct the national recruitment after several firms were interviewed.

SGR then began the process to develop the Preferred Candidate Position Profile by engaging key stakeholders and conducting online surveys of both police department staff and the community at large. Approximately 30 stakeholder meetings were held with elected officials, police personnel, business leaders and community representatives. The surveys were opened in early September and were completed by October 1st. Utilizing feedback from the community and the survey, the final brochure was developed. The brochure can be found at <https://www.governmentresource.com/Home/ShowDocument?id=710>.

The position brochure once posted, was open for approximately 30 days. The advertisement closed on November 8, 2020. SGR used a variety of outreach and advertisement methods to attract potential applicants as well as conducting direct recruitments of potential candidates that they learned of through existing relationships or from other connections. The position brochure was posted with 12 professional organizations like International Association of Chiefs of Police, Police Executive Research Forum, National Organization for Black Law Enforcement Executives and Hispanic American Police Command Officers Association.

After reviewing the applications the candidates were narrowed to a list of 16 semi-finalists. Semi-finalist candidates completed recorded interviews as well as questionnaires. A hiring panel reviewed the candidates and the group has been narrowed to six finalists. The finalists are listed below in alphabetical order by last name:

Wendy Baimbridge

Since March 2017, she has been an Assistant Chief with the Houston Police Department. Since joining the department in 1992 she has previously held the supervisory positions of commander, lieutenant and sergeant. She has a Master of Arts degree in Sociology from the University of Houston-Clear Lake and a Bachelor of Business Administration degree from the University of Houston.

Troy Gay

Assistant Chief Gay has held that rank at the Austin Police Department since January 2013. Other positions he has held since joining the Austin Police Department in 1991 include commander, lieutenant and sergeant. He has a Bachelor of Applied Arts degree from Texas State University, performed graduate work in criminal justice at the University of Virginia and graduated from the FBI National Academy.

Christopher C. Jones

Assistant Sheriff Jones has a Bachelor of Arts degree in criminal justice from the University of Nevada, Las Vegas and graduated from the FBI National Academy. He has held his current rank with the Las Vegas Municipal Police Department since February 2020. Other senior positions he has held include Deputy Chief of the Community Policing Division and Deputy Chief of the Homeland Security Division. He has also held the ranks of captain, lieutenant and sergeant.

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Page 2 of 2

SUBJECT: UPDATE ON CHIEF OF POLICE POSITION SEARCH**Derick D. Miller**

Chief Miller has 28 years of service with the Carrollton Police Department. He has been Chief of the department since November 2017 after serving previously as Assistant Chief and Commander. Chief Miller has a Master of Arts degree in criminology and criminal justice from the University of Texas at Arlington and a graduate certificate in criminal justice education from the University of Virginia.

Neil Noakes

Deputy Chief Noakes has a Master of Science degree in criminal justice and criminology from Texas Christian University and a bachelor's degree in criminal justice administration from Tarleton State University. He has held his current rank with the Fort Worth Police Department since March 2019. Other positions with FWPd include commander of the North Patrol Division, lieutenant in the Internal Affairs Section, sergeant, corporal/detective and officer.

Julie A. Swearingin

Assistant Chief Swearingin is with the Fort Worth Police Department. She has a Bachelor of Science degree in criminal justice administration from Tarleton State University and graduated from the FBI National Academy. Her experience with FWPd includes being assistant chief since March 2019, deputy chief, captain, lieutenant, sergeant, detective and officer.

The in-person portion of the selection process is currently scheduled to occur January 14th and 15th. This will include traditional panel interviews, including panels made up of stakeholders from various groups, and a public forum. The public forum will allow residents to see the candidates in person on the evening of Jan. 14. More details on the location and process will be forthcoming as steps are taken to keep all participants safe as we continue to deal with COVID-19.

Please contact Jay Chapa, Deputy City Manager, if you have any questions.

David Cooke
City Manager