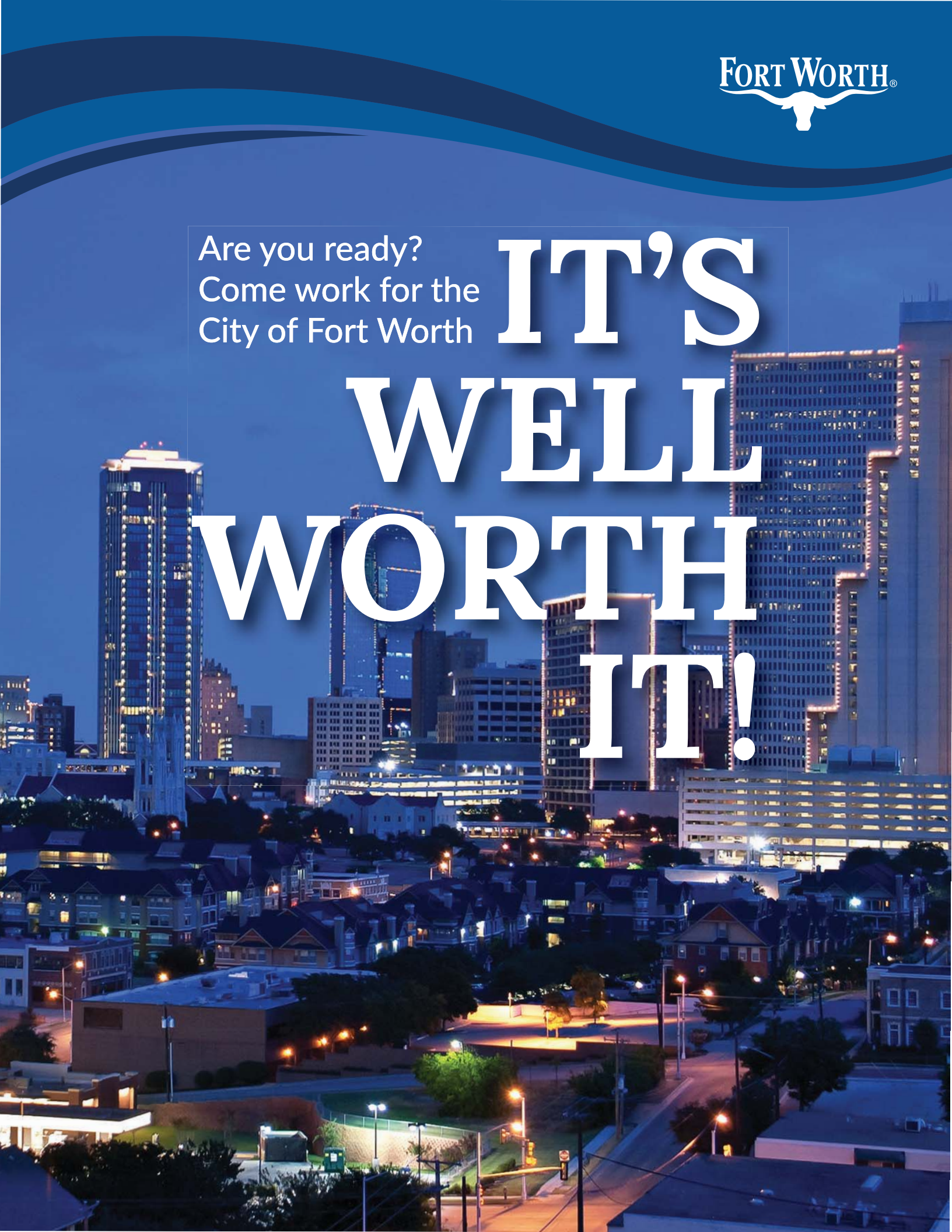
FORT WORTH®

Are you ready?
Come work for the
City of Fort Worth

IT'S WELL WORTH IT!



The Community

The City of Cowboys & Culture is known for its Texas hospitality. The stunning and sprawling City of Fort Worth is one of the fastest-growing cities in the U.S. And it's no wonder — With great neighborhoods, scenic terrain and a rich history of arts and culture, paired with world-class opportunities for business and education, it's not only fun to visit Fort Worth, it's even more rewarding to call it home.

Fort Worth truly offers all the benefits and amenities of a bustling metropolitan city, while keeping the small-town charm that keeps it unpretentious and charismatic in all the right ways. Designated as one of America's "Most Livable Communities" by the Partners for Livable Communities, the city truly offers a melting pot of culture, commerce, community and yes, cowboys.

There are over a dozen remarkable districts full of treasured history among modern luxuries and unique places to have fun, making it the No. 1 tourist destination in Texas and welcoming more than 9.4 million visitors annually.

Being one of the fastest-growing among large cities in the country, Fort Worth has received multiple accolades, including number one downtown (Livability), and the second-best City in the nation for job seekers (Forbes). Our employees serve the needs of over 900,000 residents representing culturally diverse communities.

Exciting Growth & Future Development

One of the most fascinating aspects of the City of Fort Worth is its almost unprecedented growth over the past several years. Both in terms of population and industry, and as the **13th largest city in the United States**, Fort Worth is truly booming — which presents both challenges and opportunities to truly develop this city in the right way. **Every 30 minutes a new person moves to Fort Worth**, so we're looking for candidates who can embrace an ever-growing and changing environment and improve on it with solutions that work for the entire community of Fort Worth.

Values

Exceptional Customer Experience

We take care of each customer on an individual level by taking the time to address problems, discussing solutions and making each person feel acknowledged and important.

Accountability

We are always responsible for our own actions and decisions, and represent integrity, honesty and openness to our co-workers and our community members — no matter how big or small of a job.

Ethical Behavior

We operate under a high moral code of ethics, doing the right thing always, even when it's the tougher choice to make. Ethical behavior ensures trust and fosters honesty in times of ease and difficulty.

Diversity

We support and cultivate and open and accepting environment for all people from all walks of life, knowing that inclusion helps make this a better city and a better world to live in.

Mutual Respect

We create an environment of mutual respect that consistently fosters the growth of ideas and the practice of team-work so everyone feels comfortable and represented in their roles within the community.

Continuous Improvement

We continue to improve our processes and challenge our status quo to ensure that we are always on the forefront of what a city can do to make its residents feel safe, happy and taken care of.

Mission

We are working together to build a strong community that others can look to as a pillar of unity and excellence. Through grassroots efforts within the community, and large scale construction and transportation plans that continue to add the infra-structure a growing city like Fort Worth needs, we'll provide the public services our community requires to continually cultivate the unique city we call home.

Vision

Fort Worth's vision is to be the most livable and best managed city in the country. We'll do this by taking care of our citizens, implementing the highest quality standards in our schools, continually improving the neighborhoods we thrive in and the facets of the city that make our town so unique.

About the Department

The City of Fort Worth's Office of the Police Oversight Monitor (OPOM) was first established in February 2020 pursuant to Fort Worth City Code Art. 2, § 2-27(1)(a) as a mechanism with which to provide oversight and accountability of the Fort Worth Police Department. The first City of Fort Worth Police Monitor was appointed in March 2020. Efforts to build this newly created office first began in mid-March 2020. The vision for the office is for it to be a proactive leader in law enforcement accountability to the Fort Worth Police Department and the population it serves.

In order to achieve this, the OPOM engages the following primary functions:

- Oversight and Accountability
- Monitor Contacts and Complaint Investigations
- Review Policies and Procedures
- Auditing
- Meditation
- Community Engagement
- Data Collections and Analyses
- Periodic Reporting

The Opportunity

The Office of Police Oversight Monitor (OPOM) has an opportunity for a Deputy Police Oversight Monitor who will assist in planning, directing and managing the activities and operations of the OPOM, including providing civilian oversight over Fort Worth law enforcement by reviewing, analyzing, evaluating, and processing public complaints. The Deputy Police Oversight Monitor will provide highly responsible and complex administrative support to the Police Oversight Director.

OPOM has been tasked with promoting public confidence in the professionalism and accountability of the sworn staff of Fort Worth law enforcement, and it is accomplished by independent review and monitor of citizen complaint investigations and use of force incidents; recommended changes to departmental policy, procedures, and practices; audits of departmental practices including data review and analyses; collaboration with the FWPD on problem-solving efforts to address root causes after the identification of patterns; mediation efforts; and conducting on-going community-police engagement outreaches as well as dissemination of information regarding OPOM and its activities including periodic reporting.

These responsibilities are key to reduce incidents of alleged police misconduct, and ultimately, enhance relationships between the community and law enforcement. OPOM is also tasked with providing a recommendation to the City Administration and City Council on a community oversight model.

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Duties & Responsibilities of the Deputy Police Oversight Monitor include:

- Assists with the activities of the Office of Police Oversight Monitor, which includes planning, coordinating, administering, and evaluating programs, projects, processes, procedures, systems, standards, and/or service offerings; ensures compliance with federal, state, and local laws, regulations, codes, and/or standards.
- Assists in the process to create the Community Review Board (Board) to include public meetings and public input. Works with developing and coordinating the schedule and calendar for the development of the Board in cooperation with the Police Oversight Director.
- Accepts public complaints against law enforcement. Conducts initial interviews with the complainants explaining the oversight and investigative process. Assists with explanations of law enforcement policies and procedures to complainants.
- Participates in the complaint investigation process when complaint is of a serious nature. Assist the Police Oversight Director in reviewing and monitoring use of force and critical incidents and investigations.
- Maintains communication with Fort Worth law enforcement, its Operational and Patrol Commands including, but not limited to, Internal Affairs, Policy Management and Training. Forwards any relevant information of an investigation to the Police Department and the Internal Affairs Division. Forwards any relevant information of an investigation to the Police Oversight Director.
- Researches, provides and makes policy recommendations to the Police Oversight Director.
- Initiates and maintains relationships with the community and citizens. Identifies opportunities to initiate relationships with the public including networking, attending community events, developing outreach programs, etc. Gains, strengthens and enhances trust between the City, community and general public.
- Interacts with the community and keeps the community informed about the work of the Police Oversight Office, the City's role and oversight of law enforcement, law enforcement related activities impacting the community, etc. Assists with publishing newsletters, periodic reports including annual reports, makes public appearances and presents to the community as well as city officials on behalf of the Department.
- Conducts audits, data collection and analytics as well as periodic analyses of data identifying patterns and trends.
- Maintains confidentiality in compliance with local, state and federal law and regulations and the applicable Meet and Confer Agreement.
- Monitors and evaluates the quality, responsiveness, efficiency and effectiveness of related programs, service delivery methods and procedures, and works with subordinate employees on the continuous improvement of City services.

The Ideal Candidate

The ideal candidate will have policing expertise, experience, or exposure and a knowledge of laws, principles, practice and procedures related to conducting investigations and administrative hearings. They must possess and maintain the highest degree of integrity, objectivity, and independence to ensure against any perception of bias.

The ideal candidate will possess knowledge, experience and skills including:

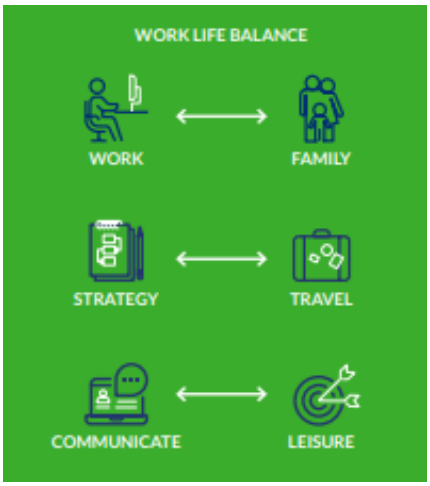
- Knowledge of social issues, public opinion, organization and subcultures.
- Effective framework of governmental and procedural justice.
- Exceptional data analytics skills.
- Exceptional analytical, verbal and written communication skills.
- The ability to manage people, programs development and administration.
- Proficiency of organization and management practices and methods, including goal setting, program development and implementation, employee supervision, personnel management, employee relations, team building, budget development and financial management.
- High level of resiliency and the ability not to personalize adversity.
- The ability to work independently, fairly and objectively. Demonstrate objectivity towards law enforcement and community interests.
- Knowledge of police administration and organization, and the rules, laws and regulations.
- Extensive experience in local, state or federal law enforcement.
- State, federal, and local laws including criminal law and employment law.
- State Civil Service Law (Chapter 143 of the Texas Local Government Code) and Civil Rights Law.
- Operations, services and activities of an oversight program.
- Methods and techniques of investigation, training, counseling and conflict resolution.
- Principles and practices of municipal budget preparation and administration.
- Principles and practices of staying current with recent developments in the law enforcement community.

Education & Experience

Bachelor's degree from an accredited college or university with major course work in labor/employment law, mediation human resources management, business or public administration, or a related field. At least four (4) years of experience in the field of public or private administration with two (2) years of supervisory responsibility or in the practice of law. A Master's degree in labor/employment law, mediation, human resources management, business or public administration, or closely related field is preferred. An equivalent combination of education and experience will also be considered.

No prior experience with or other representation of the Fort Worth Police Department or individual Fort Worth Police Officers. Experience in all phases of law enforcement monitoring and auditing, civilian oversight administration.

Benefits That Are Well Worth It



The City of Fort Worth continues to be dedicated to its employees' well-being by providing competitive health benefits, a well-rounded wellness program and a Zero Accident Philosophy® workplace. All regular full-time employees and those employees who work 30–39 hours per week are eligible for all City of Fort Worth Benefits. Part-time employees who work 20–29 hours per week are eligible for dental, basic life insurance, supplemental life insurance, flexible spending accounts, 457 Deferred Compensation plan and other voluntary benefits.

Medical Program

For the 2021 plan year, the City of Fort Worth will offer two options through Meritain Health, an Aetna company. Preventative services are covered at 100% on both plans and prescription drug coverage is also included.

The Health Center Plan Option – Offers employees and their family's primary health care services that are 100% completely free and unlimited. Employees can visit any one of the three City of Fort Worth Employee Health Centers and receive guaranteed same or next day appointments for sick visits. Also, services are available at any one of the five satellite locations that serves employees across the city.

The Consumer Choice Plan Option – Is offered to employees at no cost or low monthly premiums to cover eligible dependents and provides the financial benefits of a Health Savings Account (HSA).

Vacation

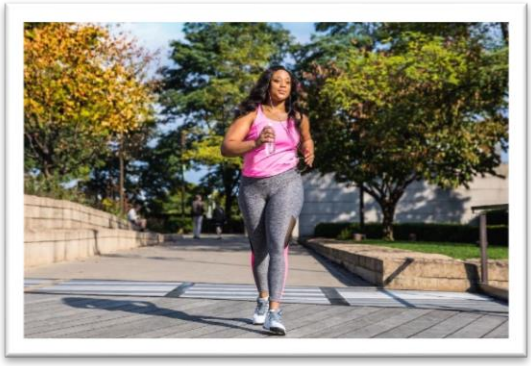
Eligible for up to three weeks of vacation: After successful completion of probationary period (usually 6 months), employees may take time off for rest, relaxation, vacation, illness, religious observances, and personal business.

Holidays

Available on the first day of employment, the city provides employees with paid holidays, including two personal holidays.

Wellness Program

The city's Healthy Challenge Wellness Program rewards all full-time, benefit-eligible employees on the city's health insurance. The Healthy Challenge Program utilizes a points system. Participants may earn points throughout the year (Jan. 1-Dec. 15) for completing specific program activities and participants can redeem points at the end of the year for a cash reward. By participating, individuals can earn $150, $200 or $250 by accumulating a corresponding amount of points.



Dental Program

- Two plans available with a high and low option; DPPO or DHMO Plan.
- Orthodontic Benefits are included for all plans, except the low-option DPPO.

Employee Assistance Services

Services are confidential and available 24 hours a day, 7 days a week. Employees can receive six free sessions with licensed network professionals to help with life issues that may affect them and their family members, including financial strains, martial issues and parental concerns.

Dependent Life Insurance

Supplemental life insurance is available for purchase through payroll deduction.

- Spouse coverage: $50,000
- Child(ren) coverage: $10,000/each

Health Savings and Flexible Spending Accounts

- Health reimbursement, dependent care and adoption assistance programs are available
- Tax-free contributions are executed via payroll deduction
- Carry-over benefit for the Health Savings Account

Other Benefits Include:

- Paid Parental Leave for Mothers and Fathers
- Tuition Reimbursement
- Major Medical Leave
- Short Term Sick Leave
- Long Term Disability
- Employee Life and Accidental Death & Dismemberment (AD&D) Insurance

Retirement and Wealth Building

Pension Plan

Eligibility: All regular full-time and part-time employees who work more than 20 hours per week. Requires an employee contribution, which is a set percentage of your salary and you are vested in the plan after five years.

457 Deferred Compensation Plan

Flexible investment plan that allows you to decide how to invest the assets in your account from the available investment options. You can change your investment choices at any time.

Eligibility: All employees who are at least 18 years of age.

- Tax - deferred contributions – Employees can defer up to the IRS maximum.
- Catch-Up contributions – age 50 or older

How to Apply

Resumes and qualifications will be evaluated upon receipt. Candidates are encouraged to apply early in the process, prior to December 12, 2020.

Interested candidates should apply by submitting a compelling cover letter and comprehensive resume online at https://www.fortworthtexas.gov/departments/hr. Video interviews, or in-person interviews, (adhering to safety precautions, pandemic situation permitting) will be tentatively scheduled for December 2020. Interviews will be tentatively scheduled for December 2020/January 2021. This is a confidential process and references will not be contacted until mutual interest has been established.

If you have trouble with your application, please call Human Resources at 817-392-7750 or send an email to JobApplication@fortworthtexas.gov.