



City of Killeen

Legislation Text

File #: RS-23-078, **Version:** 1

Consider a memorandum/resolution approving the appointment of a Chief of Police.

DATE: May 2, 2023

TO: Kent Cagle, City Manager

FROM: Eva Bark, Executive Director of Human Resources

SUBJECT: Appointment of a Chief of Police

BACKGROUND AND FINDINGS:

On January 27, 2023, the position of Chief of Police for the City of Killeen became vacant. On February 13, 2023, Chief Charles Kimble signed an agreement to stay on as the Chief of Police for a period of not more than 12 weeks until the city recruited a new Chief of Police.

On, February 1, 2023, the city signed an agreement with Public Sector Search and Consulting to perform a nationwide executive search for a Chief of Police. In January, the Consultant met with City stakeholders and developed a recruiting brochure. The firm recruited twenty (20) candidates. On March 28, 2023, City Management and Human Resources met with the Consultant and narrowed the selection to five (5) finalists for an in-person interview. The candidates were interviewed with three panels, one consisting of City Management, one with members of the Killeen Police Employee Association, and one with community leaders selected by the City Council.

The finalists participated in a city tour on April 13, 2023. On April 14, the candidates interviewed with the three panels and attended a public reception that evening. Based on the feedback from the panel members, Mr. Cagle selected Pedro "Pete" Lopez as the City of Killeen's Chief of Police.

Mr. Lopez comes to Killeen with thirty-five (35) years of law enforcement experience. Mr. Lopez started his law enforcement career in 1987 as a Correctional Officer with the Texas Department of Corrections. He then became the Deputy Jailer in 1990 and joined the Houston Police Department in May 1991. He has promoted up the ranks during his tenure with the Houston Police Department to up to Assistant Chief. For the past two (2) years, Mr. Lopez has been serving as the Chief of Police for the Houston Independent School District.

Mr. Lopez has experience in several aspects of law enforcement including Gang Resistance Education, Organizational Development, Budgeting, Peer Support Programs, Internal Affairs, the Robbery Division, Tactical Unit, Narcotics Division, Jail Division, and Patrol.

Mr. Lopez received his Master of Arts in Criminology from the University of Houston - Clear Lake and holds a Bachelor of Science in Organizational Leadership from Mountain State University in Beckley, West Virginia. Mr. Lopez is a member of several professional affiliations to include South Central Vice President of the

National Latino Police Officers Association, The 51st Session of the American Leadership Forum, former President of the Houston Police Department's Hispanic Officer of the Year Community, former Law Enforcement Advisor to the Houston Chapter of Latino Peace Officer Association, former Chair of the Houston Police Department's Advisory Board, a former member of the Houston Police Department's Administrative Personnel Committee, to name a few. In addition, he has formal training in the following: 2021 Graduate of the Texas - New Chief Development Class, 2020 Graduate of the 80th Session of the Senior Management Institute for Police Command Staff Leadership Series, FBI National Academy, Active Shooter Response Protocols, FEMA Incident Command Training in ICS 300 and 200, FEMA IS-100.b, 100.c, 700.a, 700.b, and 800.b, and Advance Gang Investigation.

Mr. Lopez's job offer is conditioned upon the following:

- Criminal background check
- Selection and appointment confirmation by the Killeen City Council
- Commencing employment on June 5, 2023

THE ALTERNATIVES CONSIDERED:

Alternatives are: (1) to disapprove the appointment of Pedro "Pete" Lopez as the City of Killeen's Chief of Police or (2) to approve the appointment of Pedro "Pete" Lopez as the City of Killeen's Chief of Police.

Which alternative is recommended? Why?

Staff recommends the second alternative, to approve the appointment of Pedro "Pete" Lopez as the City of Killeen's Chief of Police. Mr. Lopez brings 35 years of experience serving in several law enforcement capacities, most recently serving as the Chief of Police for the Houston Independent School District in Houston, Texas.

CONFORMITY TO CITY POLICY:

This action conforms to city policy. Executive director appointments are subject to approval by the City Council pursuant to Section 29 of the City Charter.

FINANCIAL IMPACT:

What is the amount of the expenditure in the current fiscal year? For future years?

The annual base salary of the position is \$190,000, plus benefits. In addition, there is a \$10,000 relocation allowance reimbursement. The prorated amount through the end of the fiscal year is estimated at \$89,908.

Is this a one-time or recurring expenditure?

The annual salary and benefits are recurring expenditures. The relocation allowance reimbursement is a one-time expenditure.

Is this expenditure budgeted?

Yes, funds are available in the General Fund Police Department's salary and benefits accounts 010-6005-441.40-05 through 010-6005-441.40-89.

If not, where will the money come from?

N/A

Is there a sufficient amount in the budgeted line-item for this expenditure?

Yes

RECOMMENDATION:

Staff recommends that the City Council approve the appointment of Pedro "Pete" Lopez as the City of Killeen's Chief of Police.

DEPARTMENTAL CLEARANCES:

- City Manager
- City Attorney offices
- Finance

ATTACHED SUPPORTING DOCUMENTS:

Resume