

**CITY OF PAPIILLION
MAYOR AND CITY COUNCIL REPORT
MAY 18, 2021**

Subject:	Type	Submitted By:
Approve appointment of Chief of Police and compensation.	RESOLUTION NO. R21-0092	Mayor David P. Black

SYNOPSIS

It is my desire to appoint Deputy Chief Christiaan Whitted as Chief of Police. I respectfully request your approval of his appointment and compensation package.

Christiaan Whitted is a police executive committed to community-oriented policing, organizational culture and contemporary best practices for a progressive police department. Whitted is focused on creating unique community collaborations to reduce crime, foster safe environments, build cohesive teams, and enhance quality of life issues.

Whitted is currently the Deputy Chief for the City of Papillion and is serving as the Interim Police Chief. Whitted has over 27 years of civilian law enforcement experience and over 33 years of military service in the United States Army Reserve. During his career with the Papillion Police Department, he has held many positions and ranks. While serving as an officer, Whitted has held positions to include road patrol, investigations, SWAT Team, training instructor, and narcotics investigator. In April 1999, he was promoted to the rank of Sergeant and served as a patrol supervisor for over five (5) years. In December 2004, he was promoted to the rank of Lieutenant and, as the senior lieutenant, served as the de-facto deputy chief. As a lieutenant, he was part of a three-person command staff, which included the chief and another lieutenant appointed after him. He has served in both an operational and administrative capacity and worked closely with the Chief of Police in all aspects related to operational oversight and budget development and management.

FISCAL IMPACT

The salary and benefit package is similar to the current Police Chief's compensation package. Starting salary is \$116,588.00. All other benefits are consistent with the Personnel Manual and other management/exempt employees.

RECOMMENDATION

Approval.

ATTACHMENTS

1. Resolution #R21-0092
2. Christiaan Whitted Resume
3. Police Chief Offer Letter

RESOLUTION NO. R21-0092

BE IT RESOLVED that the Mayor hereby selects and appoints Christiaan E. Whitted as Chief of Police, and the City Council of the City of Papillion, Nebraska hereby approves said appointment and compensation.

PASSED AND APPROVED THIS 18th DAY OF MAY 2021.

CITY OF PAPIILLION

David P. Black, Mayor

ATTEST:

Nicole Brown, City Clerk

CHRISTIAAN E. WHITTED

PROFESSIONAL PROFILE

A police executive committed to community-oriented policing, organizational culture and contemporary best practices for a progressive police department. An energetic and dynamic leader with over 27 years of sworn law enforcement experience and over 33 years of military experience in the U.S Army Reserves. Focused on creating unique community collaborations to reduce crime, foster safe environments, build cohesive teams, and enhance quality of life issues.

EXPERIENCE- PAPILLION POLICE DEPARTMENT

Deputy Chief of Police, (March 2015-Present)

Responsible for the day-to-day operations of a 52-member police department, to include the Patrol Division, Crime Prevention, and the Investigations Divisions. Report directly to the Chief and directly supervise a command staff consisting of three lieutenants who supervise a combination of six sergeants, 34 officers (36 authorized), and 4.5 civilians. Duties include payroll, CALEA accreditation oversight, Internal Affairs, state and federal grant reimbursement, and policy development. Serve as Acting Chief in absence of the Chief of Police, and assume primary PIO duties for all major events. Significant accomplishments included providing leadership focused on communicating the department's mission of Community Oriented Policing and implementing contemporary policing best practices. Facilitated CALEA re-accreditation (Advanced Award) in 2015 and 2018, while aiding in the successful navigation of challenges associated with a high-growth community and expanding police department. Developed and implemented the department's strategic plan (annual goals and objectives) and drove new strategies for diversity and recruiting to attract individuals from diverse racial/ethnic backgrounds. Drove policy and culture to help define the department's COP philosophy and implemented police expansion due to annexations. Led multiple department initiatives to include implementation of a combined Mobile and Audio Recorder plus Body Worn Camera system, Active Shooter response for officers, public schools, city personnel, and community groups, and improved officer training to enhance Use of Force options including Verbal De-escalation techniques. Led other initiatives to include enhancing leadership training and mentoring opportunities for supervision and management, and COVID-19 pandemic response. Serve as the Papillion PD representative on the Sarpy County Law Enforcement Executive Board related to new countywide records management system. Actively involved in building and managing the police departments FY2015-2021 budgets; current budget \$7.82 million.

INTERIM CHIEF OF POLICE (JANUARY-MARCH 2015)

Provided transitional leadership focused on the department's mission/goals/objectives.

Lieutenant, Uniformed Services Commander /Administrative Services Commander (Dec 2004-March 2014)

Uniformed Services Commander and senior lieutenant charged with aiding the Chief of Police in an assistant chief capacity. Responsible for assisting in the creation and management of the FY 2006-2014 FY budgets, Internal Affairs investigations, and management of the Uniformed Patrol Division, to include emergency operations functions, shift scheduling, training, pay roll, and conflict resolution. Led staff development projects focused on advancing leadership, management, and supervision skill, as well as setting agency goals and objectives. In addition to Uniformed Services duties, simultaneously served as the Administrative Services Commander Jan 2008-Feb 2009 and Jan to July 2011 due to a military absence. Served exclusively as Administrative Services lieutenant April 2012 to Dec 2013 due to assignment. During those periods, I was responsible for command oversight of the investigations division, clerical staff, evidence technician and the crime prevention unit, to include school resource officers. Responsible for the creation of the countywide mental health ASAP program, assisting patrol officers with consumers requiring Emergency Protective Custody evaluations.

Sergeant (April 1999-Dec 2004); Narcotics Detective (Aug 1997 to May 1999); Patrol Officer (Sep 1993 to August 1997).

Early career serving as a patrol shift supervisor, undercover narcotics detective and patrol officer. Additional duties included serving as a member of the South Metro SWAT Team (1998 to 2010) and PPCT Defensive Tactics Instructor (1995 to 2005).

UNITED STATES ARMY RESERVE

Lieutenant Colonel, STRATCOM J345, Offutt Air Force Base (Nov 2017-Present),

Work for the J34 directorate at STRATCOM, focusing on nuclear installation security and protocols for the Nation's nuclear deterrence programs and nuclear arsenal. Help set policy, training, guidance, and ensure adherence to national security procedures and readiness at all US nuclear weapon locations. Possess a Top Secret SCI security clearance.

Major; Battalion Commander, 530th MILITARY POLICE BATTALION, ELKHORN, NE (Jan 2016-Nov 2017)

Battalion Commander, Responsible for the overall supervision and operation of a battalion (BN) staff and six subordinate companies consisting of approximately 700 Soldiers. Overall developer of BN policies, training guidance, and BN readiness. During my command, led the BN to the #1 ranking out of six BN's in the 200th MP Brigade for training/readiness metrics.

Major; Commander 540th MILITARY POLICE EPW TEAM, LINCOLN, NE (July 2014-Jan 2016)

Commander of a 15-person Host Nation liaison unit charged with providing oversight and guidance to a foreign nation during wartime operations in the area of Enemy Prisoners of War (EPW) during combat and stability and support (SASO) operations/prisoner transfers.

Major; S-3 Operations Officer (Aug 2009-July 2014) 2/377th TRAINING BATTALION, LINCOLN, NE Responsible for prioritizing and managing Battalion training, completions of operational policies and procedures, BN field exercises, deployment assignments, and Operations Order completion.

Captain, HHD Commander, (Aug 2005- Aug 2009) 320th ORDNANCE BATTALION, LINCOLN, NE
Responsible for all leadership decisions and day-to-day management/command of the Headquarters portion of the BN.

Second and First Lieutenant, Commander/Fire Marshal, (Aug 2000-2005) 487th ENGINEER DETACHMENT (FF), WASHINGTON, KS / BALAD, IRAQ (March 2003-June 2004)

Detachment commander as a 2nd / 1st Lieutenant responsible for all unit oversight in the area of training, unit readiness, personnel matters and accountability of unit equipment. Deployed to Balad, Iraq in support of Operation Iraqi Freedom and commanded a 48-person unit in a combat war-zone for 16 months. During deployment, my unit was the US Army's largest fire detachment in the theater of operation and I was awarded a Bronze Star for exemplary leadership in a combat environment. Prior to this assignment, I promoted through multiple enlisted ranks from Private to Sergeant First Class Apr 1987 to Aug 2000.

LEADERSHIP TRAINING AND EDUCATION

- United States Army Command and General Staff Officer Course – Jan 2015- Jan 2017 (Distance Learning)
- Federal Bureau of Investigations National Academy, Session #260, Quantico, VA Apr -Jun 2015
- Bellevue University, Master of Science in Justice Administration and Crime Management- July 2014
- IACP Leadership in Police Organizations Course and Five Week Instructor FDW Course- Aug 2012
- United States Army Adjutant General Captain Career Course-Sep 2012
- United States Army Military Police Officer Basic Course-Ft Leonard Wood, MO July-Nov 2001
- United States Army Reserve Officer Candidate School (OCS), Class #43 April 1999 - Aug 2000
- Nebraska Law Enforcement Training Center, Basic Certification, Class #117 Sep - Dec 1993
- University of Nebraska at Omaha, Bachelor of Science in Criminal Justice, 3.87 GPA, Dec 1992

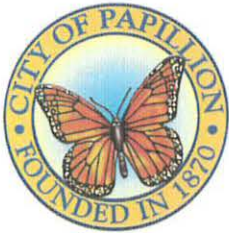
HONORS AND AWARDS

- Distinguished Honor Graduate, Military Police Officer Basic Course, Ft Leonard Wood, MO, July 2001-Oct 2001
- Distinguished Honor Graduate, Academic Excellence Award, Leadership Award, and Physical Fitness Award recipient, Officer Candidate School (OCS), 209th RTI, Camp Ashland, NE National Guard, April 1999-Aug 2000
- 561st Army Reserve Group Sergeant of the Year, Jan 1996
- 439th MP Liaison Team & 530th Military Police Battalion Sergeant of the Year, Dec 1995
- Selected as Course Distinguished Honor Graduate for all SIX Phases of the NCOES Courses; PLDC, BNCOC, and ANCOG. Jan 1993 - June 1995. Chosen out of 335 people for PLDC Phase II Award Ft. Chaffee, AR.
- Class Valedictorian, earning Academic Honor Graduate and Firearms Award honors, Nebraska Law Enforcement Training Center, Grand Island, NE, Class #117 Dec 1993
- Selected as a First Team Academic All-Conference Football Defensive Back for the North Central Conference by Football Coaches & Athletic Directors. University of Nebraska-Omaha Dec 1992.
- Three year Varsity Letter Winner-University of Nebraska at Omaha Football Team
- Recipient of the 1989 University of Nebraska Board of Regents Academic Scholarship for the College of Arts and Sciences. Jan 1989 - Dec 1992.
- Selected to the Golden Key National Honor Society -1990 & Honor Society of PHI KAPPA PHI-1992
- 795th MP Company Honor Graduate Runner-up, 3rd Platoon Honor Graduate, US Army Basic Military Police School, May 1988, Ft McClellan, AL

PROFESSIONAL AFFILIATIONS AND CIVIC ORGANIZATIONS

- International Association of Chiefs of Police (IACP)
- Federal Bureau of Investigation National Academy Association (FBINAA)
- Papillion Masonic Lodge Post No.39, Papillion, NE
- American Legion Post 32, Papillion, NE

Personal and professional references available upon request



CITY OF PAPIILLION

David P. Black, Mayor

Amber Powers, City Administrator

122 East Third Street

Papillion, Nebraska 68046

Phone: 402-597-2032

Fax: 402-339-0670

E-Mail: apowers@papillion.org

May 13, 2021

Christiaan Whitted

[REDACTED]
[REDACTED]

RE: Offer of Employment

Dear Christiaan,

The City of Papillion is pleased to offer you the promotion of Papillion Police Chief contingent on City Council approval on May 18, 2021.

The following points clarify and document starting compensation and benefits with the City.

The effective date of this offer is May 18, 2021.

Your starting salary shall be \$116,588 annually. Your performance will be reviewed after October 2021, with the possibility of some upward adjustment depending upon performance.

The Police Chief position is classified as management exempt status and is not eligible for overtime compensation. Your employment with the City of Papillion is at will.

City provided benefits will be earned/accrued consistent with the City of Papillion Personnel manual. All benefits earned/accrued thus far will remain unaffected by this promotion.

Please find attached a copy of the current job description for the position of Police Chief for the City of Papillion.

Sincerely,

Amber Powers
City Administrator

I have read the foregoing terms of understanding, and having done so, am in full understanding, concurrence, and agreement as set forth.

Christiaan Whitted

5-13-2021
Date