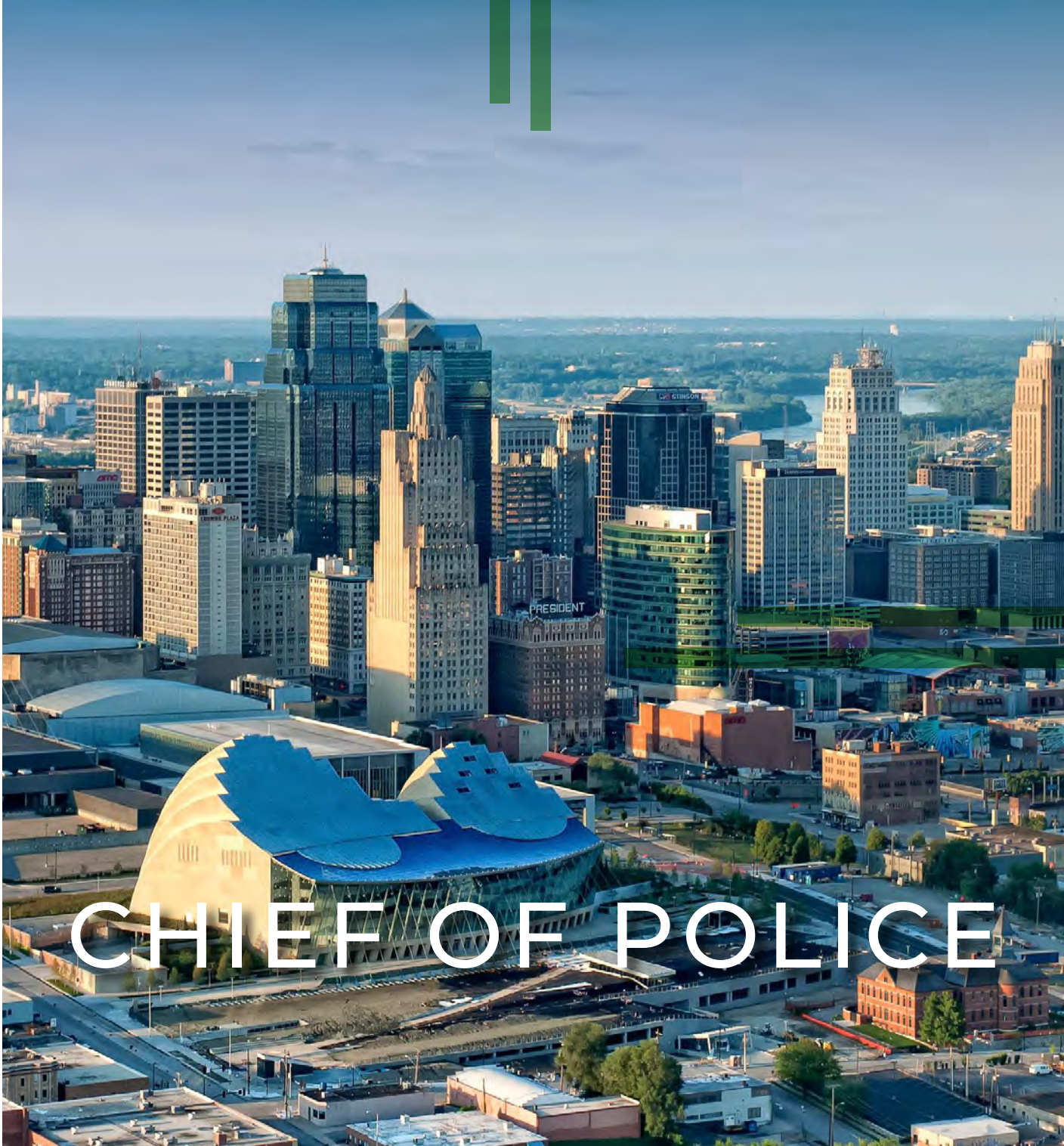


A NATIONAL SEARCH
is underway for a new Police Chief

Kansas City, Missouri



CHIEF OF POLICE

KANSAS CITY, MO

THE **01.** OPPORTUNITY



The Kansas City Missouri Board of Police Commissioners is conducting a national search for an experienced and innovative police executive to serve as the next Chief of Police for the Kansas City Police Department (KCPD).

This is an outstanding opportunity to lead a major city police department. The next Chief of Police will be an accomplished professional with a track record of implementing strategies to reduce gun violence while collaborating with an engaged community. The ideal candidate will be well-prepared to address an array of other critical issues including, community safety, police accountability, and transparency. This position warrants serious consideration for thoughtful forward-thinking police executives on a local, state, and national level.



02. THE COMMUNITY

Kansas City, Missouri is the largest city in the state with a population of more than a half million people, and at the heart of a bi-state metropolitan area with more than 2 million residents, 172 cities, and 15 counties.

At more than 319 square miles, Kansas City covers parts of four counties and makes up the 11th largest land area in the United States.

With such a large size and populations in both the urban core and more rural areas, this has created a diverse community with residents of many different races/ethnicities. This includes African American (27.66%), Hispanic or Latino (10%), two or more races (4.78%), Asian (3%), and Caucasian (50%). In the Kansas City Metropolitan Area, 3.6% of the community identifies as LGBTQ.

These residents make up a strong and growing workforce. Kansas City is home to a thriving small

business community, as well as the world headquarters to larger companies like Black & Veatch, Hallmark, H&R Block, and Russell Stover. High-tech global brands Meta and Panasonic are building facilities in the KC region. In addition, Kansas City is home to several employers in health sciences and higher education.

Located in the heart of the country, Kansas City's central location is ideal not only for business, but great for people traveling to and from the region. A new airport will open in March 2023, making the city even more accessible.

When it comes to leisure activities, Kansas City truly has something for everyone: the many restaurants and bustling nightlife of Downtown Kansas City's Power and Light District; the National WWI Museum and Memorial, containing the world's most comprehensive collection of WWI memorabilia; the world-class art collection at the Nelson-Atkins Museum, just to name a few.

Sports fans will be busy cheering on KC's professional teams all year long: The Kansas City Chiefs (NFL), the Kansas City Current (NWSL), Kansas City Royals (MLB), and Sporting Kansas City (MLS).

There are also several other professional and minor league teams including the Kansas City Comets (Major Arena Soccer League), the Kansas City Mavericks (Minor League Hockey), and the Kansas City Monarchs (American Association of Professional Baseball).

Kansas City is also getting ready for several high-profile events: it will host the NFL Draft in 2023 and be a host city for the 2026 FIFA World Cup. The new airport will be open in time for both, welcoming people from all over the world. Kansas City is growing and making a name for itself on a global scale. It's a great time to be part of the community!



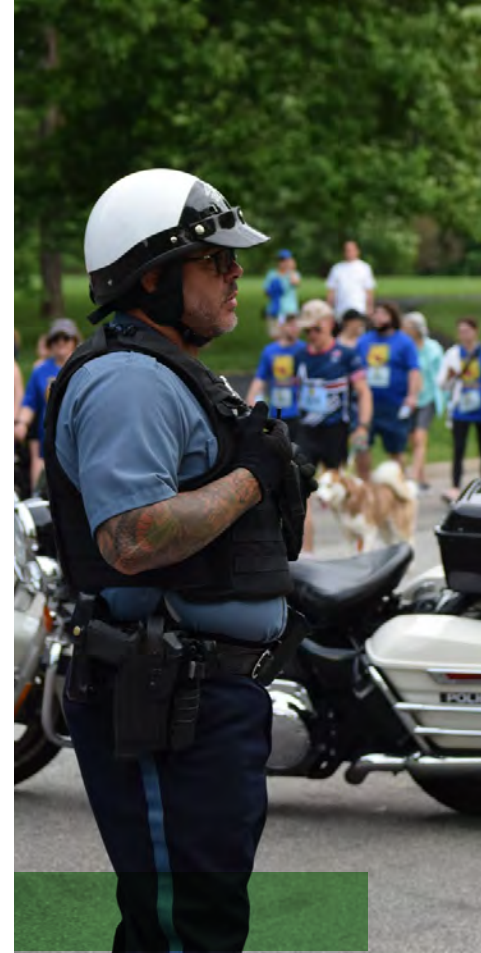
03. BOARD OF POLICE COMMISSIONERS

The Board of Police Commissioners (BOPC) is responsible for providing police services to the residents of Kansas City, Missouri as mandated by Missouri statute.

The Governor appoints and the Missouri Senate approves four commissioners from the local community who, along with the Mayor of Kansas City, comprise the board. Commissioners serve four-year terms, with one member's term expiring each year. The Secretary/Attorney of the Board is appointed by the Commissioners and acts as legal counsel. The Chief of Police is appointed by the Board of Commissioners and may only be removed for cause. Budget approval and funding allocations for operations for the Kansas City Police Department are addressed through established protocols by the City of Kansas City.

Reporting directly to the BOPC, the Office of Community Complaints (OCC) is one of the oldest continuously operating law enforcement oversight agencies in the United States, having been created in 1969. The OCC is charged with protecting community members from the possibility of abuse or misconduct on the part of the Department, but it also is entrusted with protecting members of the Department from unjust and unfair accusations.





THE POLICE DEPARTMENT 04.

The Kansas City Police Department is the largest city police agency in Missouri, based on the number of employees, city population, and geographic area served.

With a 2022-2023 budget of \$268.9m, KCPD is authorized 1,429 sworn officers and 613 civilian employees who work in the Chief's Office or one of five Bureaus each managed by a Deputy Chief:

- The **Office of the Chief** includes the General Counsel, the Homeland Security Division (Fusion Center and Intelligence Unit) and the Professional Standards Division (Internal Affairs, the Media Unit, and the Quality Control Unit).
- The **Executive Services Bureau** is comprised of the Fiscal Division, Logistical Support Division, and the Building Operations Unit.
- The **Administration Bureau** provides administrative support to the entire Department through human resources, information technology and record-keeping functions. It also oversees the Kansas City Regional Crime Laboratory.



- The **Investigations Bureau** is responsible for criminal investigations and the oversight of the Law Enforcement Resources Center.
- The **Patrol Bureau** is the largest bureau in the department and is comprised of Police Headquarters and six division stations: Central, Metro, East, North, South, and Shoal Creek. The division stations are responsible for responding to calls for service and other patrol duties. This Bureau also includes the Special Operations Division comprised of three Tactical Response Teams and the Patrol Support Unit, which includes the Helicopter Section, and the Canine Section. The Traffic Division serves the entire city and has two sections: Traffic Enforcement Unit and Traffic Investigations Units.

- The **Professional Development and Research Bureau** is comprised of two divisions: Research and Development and Training. Research and Development is responsible for policies and procedures and other research. Training provides high-quality, law enforcement-related training at the Regional Police Academy for KCPD and area law enforcement agencies. The Academy provides Basic Recruit Training, Continuing education, and Leadership courses

The Fraternal Order of Police (FOP) represents department members. The FOP has three Locals within two lodges, one that represents sworn officers and sergeants and another that represents captains and above.



05. THE COMMUNITY ENGAGEMENT PROCESS

Kansas City residents have a deep desire to positively engage with the Police Department. A prime example of this is the community engagement process developed by a coalition of 16 business, civic, neighborhood, and faith-based organizations. Beginning in March 2022, the coalition organized and hosted two surveys and seven listening sessions across the city to gather input from Kansas Citians on what they wanted to see in the next Chief of Police. Approximately 350 people attended the sessions and 1,374 completed the surveys. Surveys were made available to the public and to members of the Kansas City, Missouri Police Department. The ideal candidate section reflects the majority of themes identified from the listening sessions and surveys. The full report can be found at www.kcchamber.com/what-we-do/public-policy/kc-chief-police-report. The Board of Police Commissioners values and shares these perspectives.





06. THE IDEAL CANDIDATE



The next Chief of Police will be expected to demonstrate and promote the highest standards of personal and professional conduct.

The Chief will be a forward-thinking leader and recognized for being an outstanding contributor to the advancement of the policing profession. KCPD's next Chief must be trustworthy, accessible to the community, and an outstanding communicator. The next Chief will develop a clear vision for the department, especially as it relates to combating violent crime and communicating effective strategies that will improve trust between the police department and the community. The ideal candidate will have a collaborative management style and will foster a working environment that encourages individuals to excel in their areas of responsibility. The ideal candidate is experienced in dealing with gun violence and community engagement and using data to inform decisions and

strategies around those issues. The next chief will be culturally aware and address perceived issues of underlying racism within KCPD. Having a significant understanding of implicit bias, de-escalation and procedural justice will help the selected chief address underlying issues while setting high standards. The chief will provide strong leadership in accountability and must have a record of ethical and professional conduct that can withstand intense public scrutiny. The selected candidate will also be open-minded and innovative. The next chief will have a track record that demonstrates success with contemporary police programming, crime reduction, training and development, community policing, community engagement, and the effective use of technology.

QUALIFYING CRITERIA 07.

EXPERIENCE

The successful candidate will have five years (5) years of progressively responsible executive management experience in a police organization. The successful candidate will have a proven track record of reducing crime and promoting public safety, recruiting and retaining quality personnel, and building trust among law enforcement staff, key community partners, and the community at large.

EDUCATION

A bachelor's degree from an accredited college or university with major course work in criminal justice, law, public administration, political science, or a related field. A master's degree in public administration or a related field is highly desirable. Completion of the MCCA PELI Program, FBI National Academy, Southern Police Institute, FBI National Executive Institute, or Police Executive Research Forum (PERF) – Senior Management Institute for Police (SMIP) is considered a plus.

EQUAL OPPORTUNITY EMPLOYER

The Kansas City Missouri Police Department is an equal opportunity employer.



COMPENSATION AND BENEFITS

The salary range for the Chief of Police is up to \$189,768 annually and placement within the range will be based on qualifications and professional achievements. In addition, the position offers a generous executive benefits program and may include relocation assistance.

[Summary of Benefits](#)

RESIDENCY REQUIREMENT

If the selected candidate is not currently a resident within Kansas City, Missouri, the offer will be made contingent upon the establishment of legal residency to coincide with the appointment and/or start date as authorized by the BOPC. A residency waiver is not an option. Every effort will be made by the BOPC to accommodate the selected candidate's ability to have a smooth and timely transition and at the same time, comply with this important requirement.

RETIREMENT PLAN AND AGE-RELATED CRITERIA

The Chief of Police participates in the KCPRS. Tier II - Anyone who becomes a member of the KC Police Retirement System on or after August 28, 2013 is considered a Tier II member.

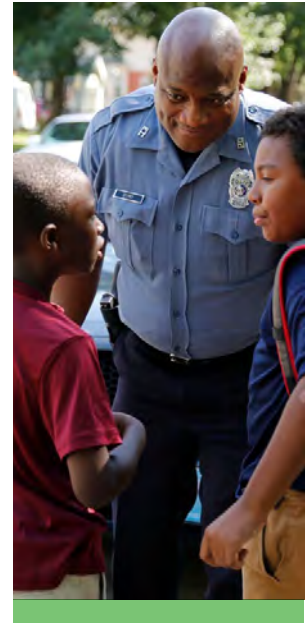
Benefit Eligibility - Upon completion of 27 yrs. of creditable service without regard to age, or at age 60 with at least 15 yrs. of creditable service.

Members begin contributing to the KC Police Retirement System upon commission. Members are required to contribute 11.55% of their base monthly compensation on a pre-tax basis and paid into the pension fund.



NOMINATION AND APPLICATION PROCEDURES

08.



APPLY TODAY!

For optimal consideration, candidates are encouraged to apply by September 5, 2022, by submitting a comprehensive resume, compelling cover letter, and list of professional references via email to apply@publicsectorsearch.com. References will not be contacted until mutual interest has been established. Public Sector Search & Consulting will conduct preliminary interviews as applications are received. Virtual interviews are tentatively scheduled for the week of September 19, 2022. A smaller number of finalists will be invited to Kansas City for onsite interviews. It is anticipated that a final selection will be made following the onsite interviews. After a selection has been made, an offer will follow, contingent on successfully completing the remainder of the city hiring process, including a POST background investigation. Additional information about the Kansas City Police Department can be found at www.kcmo.gov/police.

APPLY WITH CONFIDENCE

Candidates should direct inquiries and questions regarding this position or the recruitment process to:

Public Sector Search & Consulting, Inc.

916.789.9990 (office)

www.publicsectorsearch.com

Mr. Gary Peterson, Chief of Police (ret.) - President/CEO

gary@publicsectorsearch.com

916.622.5323 (mobile)

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