



Board of Police Commissioners invite your interest in

CHIEF OF POLICE

Kansas City Police Department

Recruitment Services Provided by Ralph Andersen & Associates



The 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 new Chief of Police for the Kansas City Police Department (KCPD). In this special and challenging time-period for American law enforcement, this is an outstanding opportunity to lead a major municipal police department. The Ideal Candidate will have a career history that demonstrates outstanding leadership skills and the ability to embrace and celebrate the culture, ethnic diversity, and community values that this large urban environment represents. Importantly, this highly accomplished individual will also be strategic and well-prepared to address an array of important issues including persistent gun violence, the community's perception of safety, continued police accountability, transparency, and discipline. The Chief of Police will assume responsibility for bringing a collaborative and strategic focus to a deeply concerned community that is collectively focused on reducing gun violence, particularly among the youth. The new Chief will be responsible for KC NoVA's focused deterrence and assessment strategy to reduce homicides and gun-related aggravated assaults. Well-equipped candidates will have a stellar career history in a major metropolitan area and will be top law enforcement executives known for their engaging, confident yet personable style, and excellent communication skills. This position warrants serious consideration for those select few on a local, regional, and national basis that clearly exceed typical expectations.

The Community

Kansas City, Missouri is the largest city in the state with a population of more than 465,000. The bi-state metropolitan has a population 2.1 million and includes 172 cities and 15 counties. Kansas City, itself, covers parts of four counties and incorporates all or parts of 15 public school districts. With 319 square miles, the City has the 11th largest land area in the country among cities not consolidated with counties.

Kansas City has a very diverse population with residents of African-American (30%), Hispanic or Latino (10%), Asian (3%), and Caucasian (50%) descent. The Kansas City metropolitan area has 3.6% of the community that identify as LGBTQ.

A Great Place to Live!

Known for its great BBQ as well as substantial musical contributions to jazz and blues, Kansas City is also informally referred to as the "Heart of America" by residents since it is situated near the geographic center of the nation. Kansas City also has a rich history of supporting the cultural arts and hosts several renowned art museums. The downtown Power and Light District offers many restaurants and bustling night life throughout the year. The generous influx of high tech companies and other new employers along with new urban dwellers has brought a new energy to the area. Also, transportation has been expanded with the recent completion of the KC Street Car.

For sports fans, Kansas City offers three professional sports teams – FC Kansas City (Professional Women's Soccer 2014 Champions), the Kansas City Chiefs (National Football League) and the Kansas City Royals (Major League Baseball – 2015 World Series Champions).

Within the Kansas City region are Sporting Kansas City (Major Soccer League – 2013 Champions), Missouri Mavericks (Central Hockey League), Kansas City T-Bones (American Association of Independent Professional Baseball), and the Missouri Comets (Major Indoor Soccer League).

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, with the consent of the state Senate, appoints four Kansas City residents to serve on the Board. Commissioners serve four-year terms, with one member's term expiring each year. The fifth member of the Board is the Mayor of Kansas City. 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 the responsibility of 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 Kansas City Police Department

The Kansas City Police Department is the largest city police agency in Missouri, based on number of employees, city population, and geographic area served. With a 2016-2017 budget of \$232 million, the KCPD is authorized more than 1,364 sworn officers and 540 civilian employees working in the Chief's Office or one of five Bureaus each managed by a Deputy Chief. Divisions within each bureau are managed by a Major.

- The **Chief's Office** includes the Offices of General Counsel, Human Resources Division, Community Support Division and the Professional Standards Division, which includes Diversity Affairs Office, Private Officers Licensing Unit, and Media Unit.
- The **Executive Services Bureau** is responsible for administering the department's financial processes and supporting elements as well as managing and maintaining the department's facilities.
- The **Administration Bureau** provides administrative support to the entire Department through information technology and record keeping functions. It also oversees the Kansas City Regional Crime Laboratory.
- The **Investigations Bureau** is responsible for the investigation of crime and narcotics enforcement. It also oversees the Law Enforcement Resources Center.

- The **Patrol Bureau** is the largest bureau in the department and is comprised of six geographically based uniformed divisions directed toward patrol functions, the most critical of which is the response to 9-1-1 emergency calls for service. Upon graduation from the Regional Police Academy, new police officers are assigned to one of these six division stations: Central, Metro, East, North, South, and Shoal Creek. The Stations/Divisions are responsible for taking crime reports, providing tactical support, enforcing traffic laws, and investigating property crimes. This Bureau also includes the Special Operations Division comprised of three Tactical Response Teams and the Patrol Support Unit, which includes the Helicopter Section, the Canine Section, and the Mounted Patrol 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 responsible for departmental and regional recruit training and continuing education, research and analysis of emerging trends in policing and policy development, and the mentoring of youth through organized sports activities and educational programs.

Department members are represented by the Fraternal Order of Police (FOP). The FOP has three Locals within two Lodges that represent sworn officers of the rank sergeant and below, sworn officers ranking higher than sergeant, and civilian employees.

The arts, culture, professional sports teams, modern high-rises, and bustling economy provide a backdrop that contrasts the concerns and challenges associated with the fact that Kansas City has a homicide rate higher than is desirable. Over the past three years, homicides have increased 61% from 78 homicides in 2014 to 125 homicides in 2016, and is continuing the upward trend in 2017. Most homicides were committed with firearms, and violent crime is concentrated within certain geographic areas of the City.

The Ideal Candidate

The Chief of Police will be expected to demonstrate and promote the highest standards of personal and professional conduct. The Ideal Candidate will have an open style of management and will work collaboratively with City leadership (City Manager, Mayor and City Council, and Executive Management Team), community stakeholders and members of the Department. The Chief of Police will be considered a progressive leader and be recognized for being an ongoing contributor to the advancement of the profession. KCPD's next Chief of Police will also be well-versed in all operational and administrative aspects of a modern progressive police agency.

The ability to build strong and genuine connections with a complex community is essential for a candidate's success in this position. The Ideal Candidate will be a personable and professional Chief, with cultural sensitivity and a commitment to an active model of community policing and engagement. An unblemished record of ethical and professional conduct that can withstand intense public scrutiny is essential.

Extensive experience with sound and effective labor relations will foster a working environment that encourages individuals to excel. Known for being a relationship builder, the top candidate will also have a reputation for establishing and maintaining a high level of trust between management and rank and file.

The new Chief will have the conviction and courage to proactively address challenges and make the tough decisions, while also standing up for what is in the best interest of the Department and the community. The Chief will always be transparent in communications (both internal and external) and will embody the philosophy of openness and will expect the same of his/her command staff.

Highly qualified candidates must be able to formulate long-range plans that communicate future vision, direction, and leadership expectations. This long-range planning will also involve evaluating the current organization structure for effectiveness with the ultimate goal of using resources most effectively including the full range of fiscal considerations related to the recruitment and selection of new officers, increasing the numbers of officers on the street, streamlining administrative costs/staffing and implementing innovative programs. The candidate ultimately selected as Chief of Police will have a proven track record and career history that demonstrates effectiveness as an innovator in developing model programs in areas such as crime reduction, labor-management, training and development, community policing, outreach, and education, knowledge of de-escalation techniques, and the effective use of technology, including video (the Department currently uses dash-cam video, and is testing body-worn cameras).





Qualifying Experience and Education

Experience – The successful candidate will have five years (5) years of progressively responsible executive management experience in a police organization or comparable size city located in a complex urban environment. The candidate must have at least achieved command level rank to be considered eligible to compete.

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 is required. A Master's degree in public administration or a related field is highly desirable.

Other Executive Level Training – Advanced training such as the FBI National Academy, Southern Police Institute, FBI National Executive Institute, or Police Executive Research Forum (PERF) – Senior Management Institute for Police (SMIP) is a considered a plus.

Equal Opportunity Employer – The Kansas City Missouri Police Department is an equal opportunity employer.

Compensation & Benefits

The salary range for the Chief of Police is \$80,220 to \$189,768 per year and placement within the range is dependent upon experience, qualifications, and professional achievement. In addition, a generous executive benefits program including car allowance will be offered and may include relocation assistance.

Retirement Plan and Age Related Criteria – The Chief of Police participates in the KCPERS. New members become vested in the retirement system after completing 15 years of creditable service or are in active service at age 60 with at least 10 years of creditable service. Important to note, the selected candidate cannot be more than 60 years of age when appointed to the position.



Residency Requirement

If the selected candidate is not currently a resident within Kansas City, Missouri, residency will be required upon appointment. If an out-of-area individual is selected, 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 waiver is not possible on residency. Every effort will be made by 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.

The Selection Process

Candidates are encouraged to **apply immediately**. The recruitment period **closes on Wednesday, May 31, 2017** and review of resumes with the BOPC will occur during the week of June 12. The results of this meeting will be a select group of 5-6 top tier individuals ("Focus Group") that will be required to sign a release form in order to proceed further in a Public Forum. The Public Forum will be held immediately prior to the BOPC Interviews. **All top candidates in the Focus Group will be subject to a POST background investigation prior to BOPC interviews and a public release of names is expected.** Focus Group Interviews are tentatively scheduled for the week of August 7th. It is anticipated that a final selection will be made following the Board's Interviews. Appointment is expected in late August.

Electronic submittals are strongly preferred and should be sent via email to Ralph Andersen & Associates at apply@ralphandersen.com. Submissions should include a compelling cover letter, comprehensive resume, and current salary. Professional references will be requested at a later date once mutual interest has been established.

Ralph Andersen & Associates will work directly with the BOPC to conduct the initial evaluation of submitted materials to determine the best overall match with the established criteria as outlined in this recruitment profile. Candidates are encouraged to further research the Kansas City Police Department website at www.kcmo.gov/police.

Inquiries and questions regarding this position or the recruitment process, should be directed to:

- Chief Gary Peterson, Retired (gary@ralphandersen.com)
- Ms. Heather Renschler (heather@ralphandersen.com)
- Telephone: 916.630.4900

Diversity, in both race and gender, is highly valued in the workplace