



City of Lawrence

Chief of Police



The Opportunity

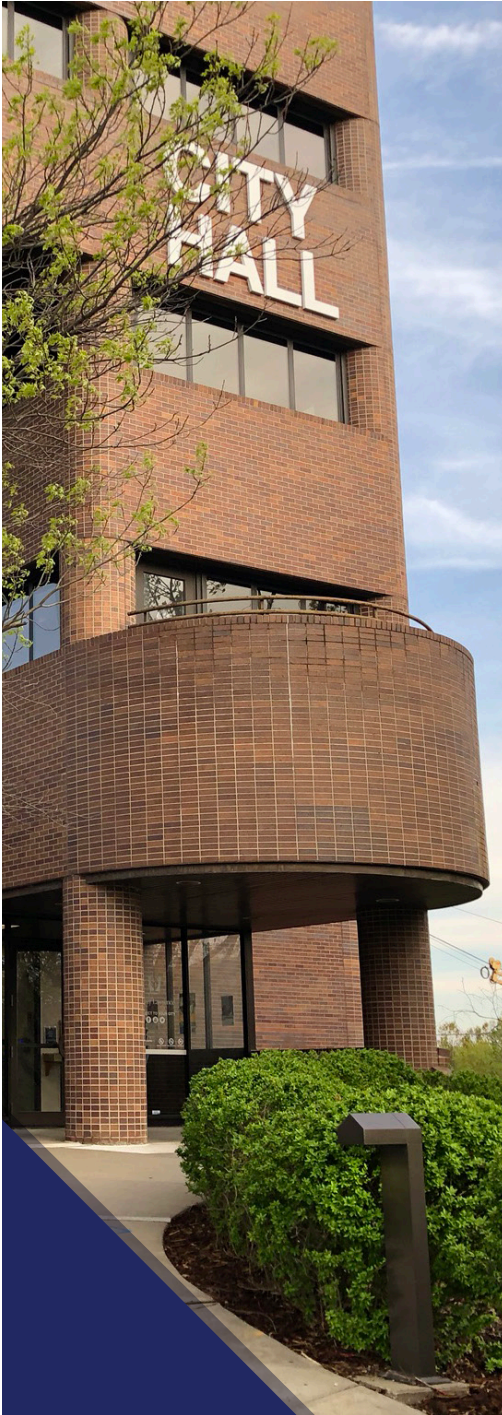
With a vibrant and dynamic community, Lawrence offers a rewarding career opportunity to top police leaders who are interested in helping to shape the changes ahead for community-based policing in our nation.





"Walk down Massachusetts Street with someone familiar with its history and the story that unfolds is one of perseverance and resolve. Originally settled prior to the Civil War, the town's main street was burned to the ground and left a pile of ashes by pro-slavery raiders in 1863. They targeted the city for its abolitionist stance and its participation in the Underground Railroad that aided escaping slaves. Slowly, Lawrence rebuilt itself and Massachusetts Street as Douglas County's primary commercial and social area."

- American Planning Institution, Great Places in America: Streets



The City of Lawrence

With a deep appreciation for diversity, education, arts, and community, Lawrence prides itself on being independent from its counterparts in the region. With over 100,000 residents and the home of two universities, Lawrence has many amenities of larger cities without forfeiting the Midwestern, small-town charm that its residents hold so dearly. Unquestionably the cornerstone of this charm is Massachusetts Street. Mass Street, as it is known by Lawrencians, is a beautiful example of an idyllic downtown. In years past, Mass Street has been recognized as one of the most popular tourist attractions in Kansas.

The University of Kansas (KU) and Haskell Indian Nations University complement a highly regarded public school system. Lawrence has an educated populous that is informed, engaged, and presents a deep pool of talent to serve on boards and commissions. Lawrence residents respect and appreciate critical thinking, diversity of opinion, and collaboration. Civic pride is readily apparent in Lawrence's cleanliness and this same pride in the community has revealed itself in support for schools, a new library, a technical education center, funding for affordable housing, and other public projects.

Lawrence enjoys a low crime rate, numerous parks, a growing network of pedestrian and bicycle pathways, and abundant cultural and recreational activities. An excellent quality of housing stock sits across diverse neighborhoods in Lawrence.

Located only 35 minutes from Kansas City, Lawrence is in an ideal location. With over 2 million residents in the Kansas City metropolitan area, there are abundant amenities including professional sports, entertainment and a major airport. Yet, Lawrence is removed just enough to have an independent identity and is proudly not a suburb.

Lawrence is an unmistakably vibrant community with innovative, equitable, transparent, and responsible local government. Our mission is to create a community where all enjoy life and feel at home.

City Government

Lawrence is the capital seat of Douglas County and the City operates as a Commission-Manager form of government. The five Commissioners are elected at-large, and three City Commissioners are up for election every two years. The two top candidates win four-year terms and the candidate finishing third wins a two-year term. In this way, a majority of the Commission can be replaced in any election. No term limits exist. The City Commission elects a Mayor and Vice Mayor annually.

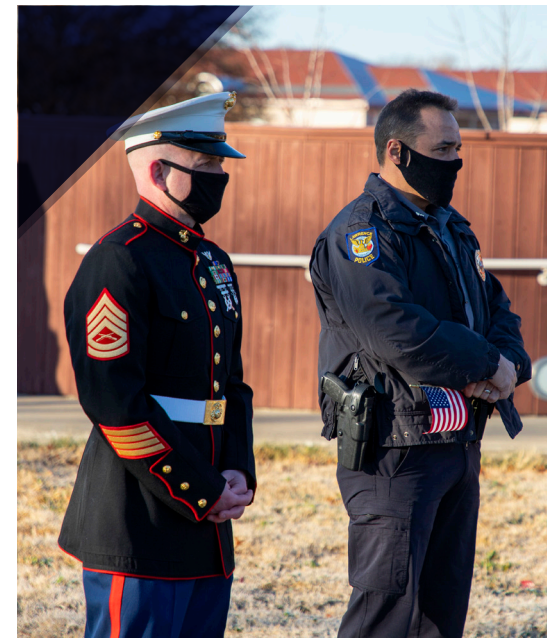
With over 870 FTE positions, the City of Lawrence provides a full slate of municipal services across nine departments. The FY 2021 budget was adopted at \$315 million.

The City Commission appoints only one position – the City Manager. The City Manager is the chief executive for the City and leads a very professional and developed staff, including three Assistant City Managers. Historically, Lawrence has City Managers of long tenure, having only five since 1970.

In 2020, the Lawrence City Commission adopted a strategic plan that identified five outcome areas:

Unmistakable Identity: Lawrence is a welcoming community, synonymous with arts, diverse culture, fun, and a quintessential downtown. City parks and community events contribute to the vibrancy experienced by all people in Lawrence.

Strong, Welcoming Neighborhoods: All people in Lawrence live in safe, functional, and aesthetically unique neighborhoods that provide opportunities to lead healthy lifestyles with access to safe and affordable housing and essential services that help them thrive.



City Government *continued*

Safe and Secure: Lawrence is a community where all people feel safe and secure and have access to trusted public and community-based safety resources.

Prosperity and Economic Security: The City of Lawrence fosters an environment that provides all people and businesses the opportunity for economic security and intentionally acknowledges, removes, and prevents barriers created by systemic and institutional injustice. Our community succeeds because of collective prosperity and a vibrant, sustainable local economy.

Connected City: The City of Lawrence has well-maintained, functional, and efficient infrastructure, facilities, and other assets. Connectivity supports accessible, sustainable methods for safely moving people and information throughout the community and the region. Investment in these assets reflects the City's commitment to contribute to the well-being of all people.



The Lawrence Police Department

The Lawrence Police Department (LPD) provides its services through 155 commissioned officers and 28 professional civilian staff. The Department is organized into two bureaus, an Operations Bureau and a Support Bureau. LPD is funded with \$26.7 million in the City's FY21 budget.

The Operations Bureau has a Patrol Division and an Investigations Division, each led by a Major. The Support Bureau has a Professional Services Division and an Information Services Division, each led by a Major. Also in the Support Bureau is the Office of the Chief, which is staffed with two Majors.

In late 2020, the Lawrence Police Department moved into a new \$18.5 million, 51,000 square-foot, facility. Situated on 29 acres in northwest Lawrence, the new facility ushers in a new era for the Lawrence Police Department.

The goal of the Lawrence Police Department is to be the number one police organization and it strives to provide the citizens of Lawrence with the most community focused, efficient, and effective police service available within the confines of existing resources.



The Lawrence Police Department *continued*

Within the Safe and Secure outcome area of the City's new strategic plan, a number of strategies and performance indicators have been identified that provide areas of focus for the next Chief of Police and the Lawrence Police Department:

Community Engagement

STRATEGY: Use community empowerment and education to eliminate, reduce, and respond to events, trends, and activities that pose the greatest threat to safety and security.

STRATEGY: Enhance partnerships and programs community-wide to protect and enhance public health, including physical, behavioral, and mental health.

STRATEGY: Provide community education and engagement on support services before, during and after traumatic events.

STRATEGY: Enhance our partnerships with community organizations and governmental agencies to 1) reduce instances of sexual and domestic violence incidents and 2) respond to and assist victims through their recovery.

Efficient and Effective Processes

STRATEGY: Provide rapid, skilled, and appropriate response to Part 1 offenses, domestic violence, and other serious, time-critical incidents.

Equity and Inclusion

STRATEGY: Establish a baseline, identify gaps, and develop activities to improve health impacts to all marginalized identities within the community. Prepare and provide community-based education and solutions based upon the gathered data.

Challenges and Opportunities

The next Chief of Police will be presented with known challenges and opportunities:

- With the intense interest in social justice concerns, along with a Chief of Police transition, the City engaged a consultant to perform a detailed management study of the Lawrence Police Department. The consultant's report detailed a series of recommendations. With many of these recommendations already being examined, the next Chief of Police will benefit from this detailed analysis as well as have a number of recommendations to consider. A copy of the report can be retrieved at: <https://lawrenceks.civicweb.net/document/69884>.
- As a true challenge and opportunity, a number of anticipated retirements will present opportunities for new talent and promotions but in an ever-more-difficult era of recruitment. As additional hires and promotions are made at LPD, it will be important that the Department continues to move toward a true reflection of the Lawrence community.



Challenges and Opportunities *continued*



- The ongoing national conversation regarding police reform and oversight are taking place in Lawrence as well. The next Chief will need to not only be fully fluent in these topics but will also need to play a leadership role in evolving policing in Lawrence. This will certainly include making sure people understand the need and path forward, as well as building a productive relationship with Lawrence's appointed citizen oversight body, the Lawrence Community Police Review Board.
- One prominent recommendation in the management study was the Lawrence Police Department needed to engage in strategic planning in order to align its mission, goals, and performance management systems with the City Commission's new strategic plan. The next Chief will have the opportunity to recalibrate the direction of the Lawrence Police Department so that it squares with the City of Lawrence's comprehensive direction. The Chief will be expected to develop measurable goals and objectives in line with the City's strategic plan.
- Especially in a highly engaged community such as Lawrence, the work of the police in building trust and legitimacy in the community is never complete. The next Chief will need to lead community engagement across the many diverse communities in Lawrence to a new level and keep the momentum toward a fully community-connected police department.

The Ideal Candidate

The next Chief of Police in Lawrence must be experienced and well qualified, but must also possess certain traits that will be essential for success:

- The next Chief of Police should be a strong communicator, both in formal settings and in connecting with people across all communities. The Chief should be oriented toward engaging to listen for areas of improvement, as well as to tell the story of the good work of the Lawrence Police Department. The ideal candidate will be a strong team player, working well with and supporting other departments of the City.
- Experience leading a police organization in a highly engaged community would be an asset.
- Top candidates will have an orientation toward using data to make evidence-based decisions, as well as doing so in an open and collaborative manner for internal decision-making as well as in the formulation of public policy.
- The ideal candidate will be a strong, innovative, collaborative, inclusive and responsive leader. The Chief will be an effective manager with a proven record of demonstrating respect for all, serving with honesty, ethics, compassion, and a high level of personal integrity.



Photo by: Mike Yoder

Education and Experience

Education: Equivalent to a Bachelor's degree from an accredited four-year college or university with major course work in criminal justice, public administration, or a related field. A related advanced degree and graduation from a recognized executive-level development course are desirable.

Experience: Ten years of broad and extensive experience in all major phases of law enforcement, including at least five years of highly responsible administrative experience in a similarly sized law enforcement agency is desirable.

Compensation

The salary range for the position of Chief of Police is up to **\$189,608, with an expected starting salary of approximately \$150,000**. In addition, the City offers a comprehensive benefit package including retirement through KPERS. Additional benefit information can be found at: <https://www.ralphandersen.com/jobs/chief-of-police-lawrence-kansas/>.

The Recruitment Process

All interested candidates should **apply by Monday, September 27, 2021**, to Ralph Andersen & Associates at apply@ralphandersen.com and should include a compelling cover letter and a comprehensive resume. Preliminary video interviews will be conducted as necessary. Top candidates will be invited for a comprehensive interview process tentatively set for October 2021. Additionally, a supplemental questionnaire may be required with responses to specific questions and submittal of sample work products.

For further information or questions on the recruitment process, please contact Chief Greg Nelson (ret.) or Chief Bryan Noblett (ret.) at (916) 630-4900. Confidential inquiries are welcomed.

The City of Lawrence is an Equal Opportunity Employer