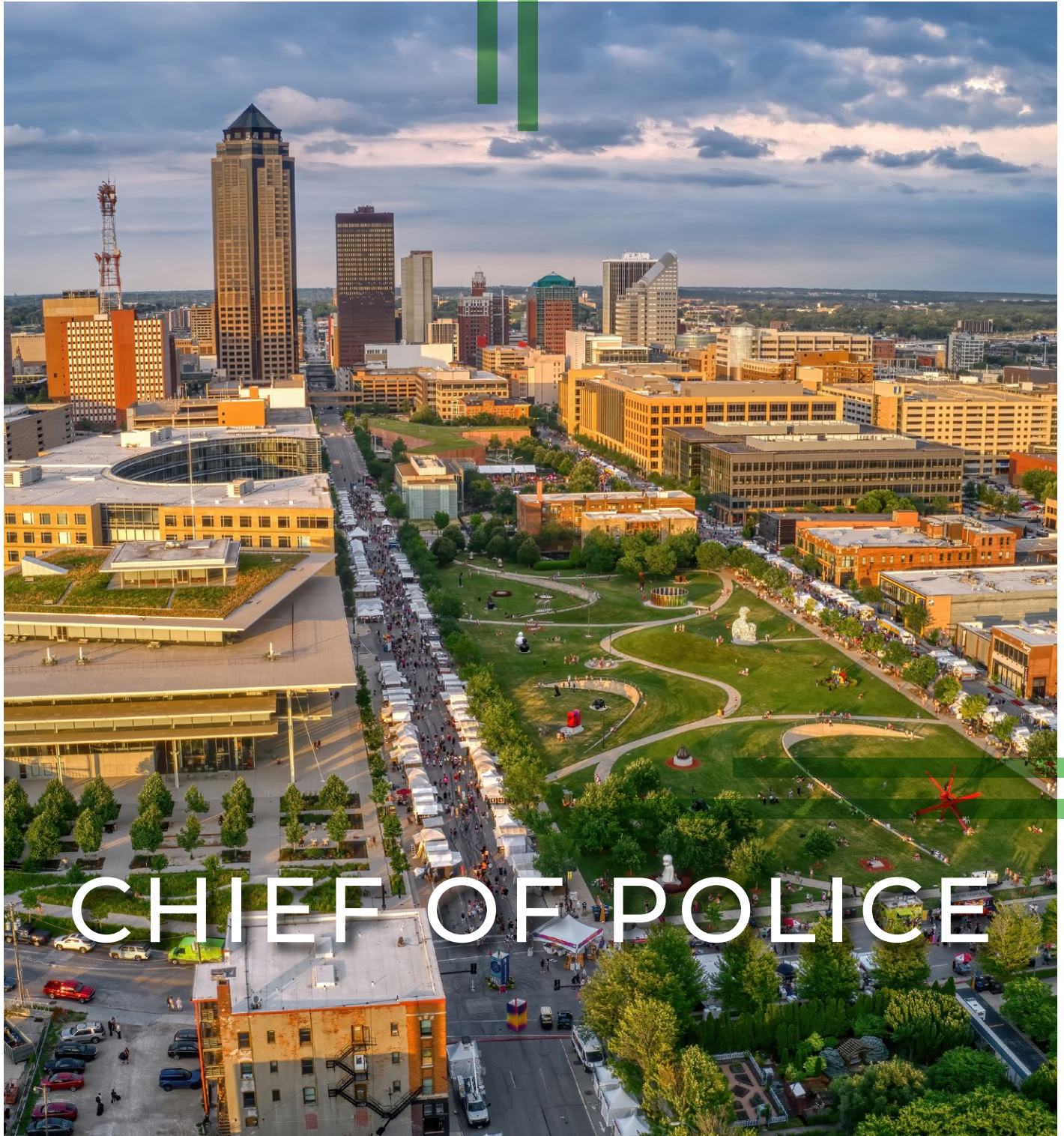
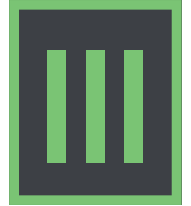


A NATIONAL SEARCH
is underway for a new Chief of Police

Des Moines, Iowa





DES MOINES, IA

THE 01. OPPORTUNITY



A national search is underway to attract an exceptionally qualified individual to serve as the Chief of Police for the Des Moines Police Department (DMPD). Des Moines seeks a leader who is community-focused and committed to transparency and innovation.

This position offers an opportunity to reinforce the department's role as a pillar of safety and trust within the community.

The new Chief of Police will be tasked with leading a department dedicated to service excellence in a rapidly evolving urban environment. The successful candidate will have the chance to implement progressive policing strategies that enhance community relations and public safety. This includes embracing new technologies, fostering community partnerships, and addressing the complex social issues that intersect with law enforcement, such as mental health crises, substance abuse, and homelessness.

This position offers a unique platform for a visionary leader to shape the future of law enforcement in Des Moines, working collaboratively with City officials, community leaders, metro region and statewide law enforcement leaders, and residents to create a safe and inclusive city. The successful candidate will be a strategic thinker with a strong commitment to public service, capable of navigating the complexities of modern policing with wisdom, courage, and empathy.



02. THE CITY

Des Moines, the capital city of Iowa, is a vibrant and dynamic community known for its rich history, diverse culture, and thriving economy.

With a population of approximately 215,000, Des Moines offers a unique blend of urban sophistication and small-town charm. The city is renowned for its beautiful parks, extensive trail systems, and the scenic Des Moines River that flows through the heart of the city. Des Moines is at the center of a metro area totaling more than 700,000 residents.

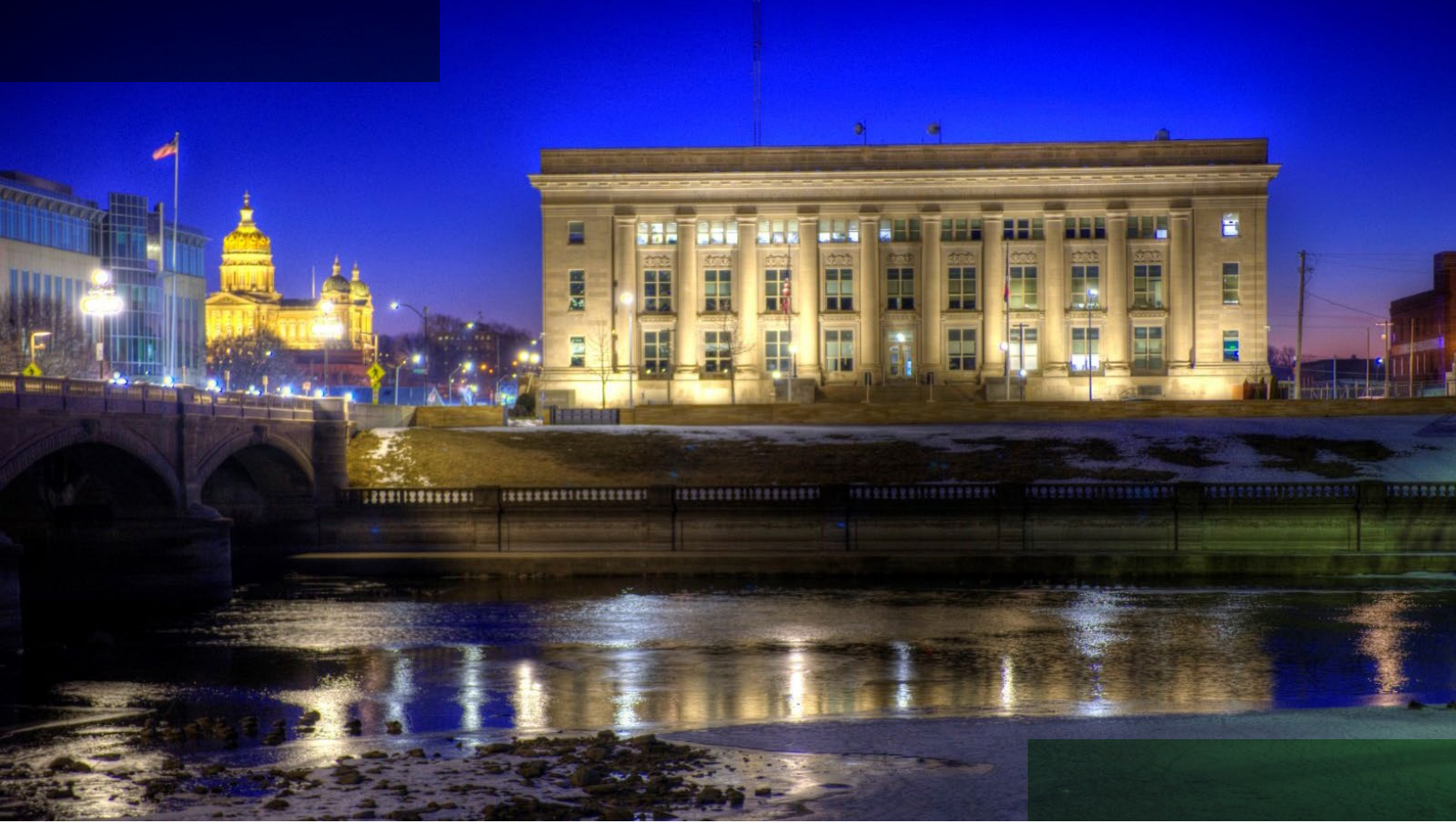
Des Moines is known for its strong sense of community and civic engagement. The city's residents actively participate in local events, volunteer initiatives, and the 48 neighborhood associations, fostering a sense of belonging and collaboration. The annual Iowa State Fair, the Des Moines Arts Festival, and various cultural celebrations throughout the year contribute to the city's lively and inclusive atmosphere. The local government works closely with community organizations to promote a high quality of life for all residents, emphasizing the importance of public safety, environmental sustainability, and social equity.

Des Moines is a hub of business and culture, boasting a strong economy anchored by sectors such as finance, insurance, manufacturing, and healthcare. Des Moines is the second largest insurance hub in the United States including companies like Nationwide, EMC Insurance Companies, and F&G. Education is a cornerstone of the Des Moines community, with excellent public and private schools and higher education institutions such as Drake University and Grandview University. Des Moines is also home to several research institutions and think tanks, contributing to a climate of intellectual growth and innovation.

The city's cultural scene is equally impressive, featuring the Des Moines Art Center, the Greater Des Moines Botanical Garden, and a vibrant downtown area with numerous restaurants and shops. The Des Moines Civic Center hosts a variety of performances, including Broadway shows, concerts, and other live events, making it a key entertainment location for residents and visitors alike. Des Moines has been recognized for its livability, receiving accolades for its quality of life, affordable housing, and economic opportunities. The city's neighborhoods offer a diverse range of housing options, from historic homes to new developments, catering to a wide array of preferences and lifestyles. The city's extensive park system includes more than 70 parks and recreational areas, providing ample opportunities for outdoor activities such as hiking, biking, and boating. The Des Moines River, Gray's Lake and nearby Saylorville Lake offer scenic vistas and water-based recreation, enhancing the city's appeal to nature enthusiasts.

Overall, Des Moines is a city that prides itself on its diversity, inclusivity, and forward-thinking approach to urban development. It is a place where residents enjoy a high quality of life, enriched by a vibrant cultural scene, strong community ties, and abundant opportunities for personal and professional growth. The next Chief of Police will find a supportive and engaged community ready to collaborate.





03. THE GOVERNMENT

Des Moines operates under a Council-Manager form of government, which combines the strong political leadership of elected officials with the managerial experience of an appointed local government manager.

The Des Moines City Council, composed of the Mayor and six council members, is responsible for setting policy, approving the budget, and representing the interests of residents. The City Manager, appointed by the City Council, oversees the daily operations of the city, implements council policies, and manages city staff.

This governance model ensures a high level of accountability, transparency, and responsiveness to the needs of the community. Des Moines places a strong emphasis on resident engagement, with numerous opportunities for residents to participate in public meetings, advisory boards, and community forums. This collaborative approach to governance fosters a sense of shared responsibility and community pride, driving the City's progress and ensuring that Des Moines remains a great place to live, work, and play.

The collaboration between the City Manager's office and the City Council, along with the active participation of Des Moines' residents, creates a city organization that is committed to fostering a safe, inclusive, and vibrant community, supported by effective and equitable public services.



THE POLICE DEPARTMENT 04.

The Des Moines Police Department is dedicated to maintaining public safety and enhancing the quality of life for all residents.

With a budget of approximately \$90 million and a team of 375 sworn officers and 100 civilian staff, the DMPD is committed to excellence in policing, community engagement, and innovative law enforcement practices. The department's mission goes beyond crime prevention and law enforcement; it encompasses community outreach, crisis intervention, and a proactive approach to addressing the social issues that impact public safety.

The Chief of Police is assisted by the command staff, comprised of:

- The Assistant Chief of Police, who is currently in charge of the Investigations Division
- Three Majors: One each in charge of Administrative Services Division, Operations Division, Executive Projects Division
- Nine Captains round out the command staff, each in charge of a section within one of the divisions.

The DMPD operates across several specialized units, each designed to address specific challenges and community needs. From community outreach programs to advanced investigative units, the DMPD's structure facilitates a comprehensive approach to public safety that is both effective and compassionate. The department's commitment to innovation and best practices in policing is evident in its ongoing efforts to enhance training, adopt new technologies, and foster partnerships that strengthen its service to the community.

DES MOINES POLICE DEPARTMENT MISSION

The Des Moines Police Department will work in partnership with our community to protect lives and property, and to enforce laws impartially.



05 IDEAL CANDIDATE

The Des Moines Police Department seeks a seasoned law enforcement professional and a compassionate community leader.

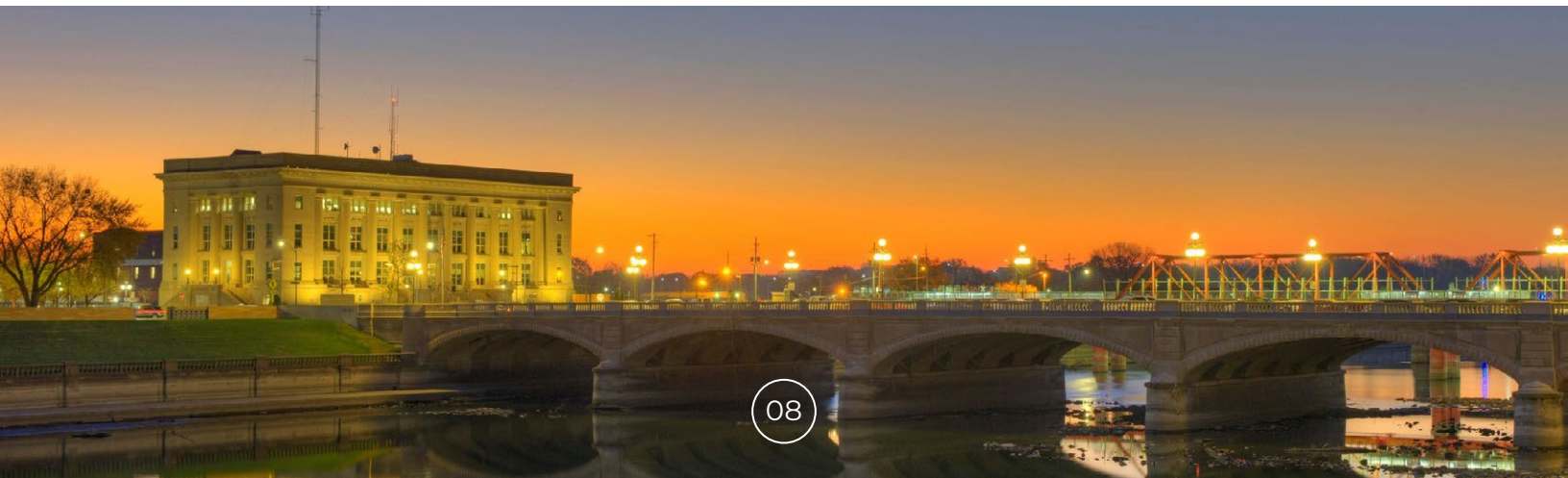
The ideal candidate will bring a wealth of experience, a proven track record of ethical leadership, and a deep commitment to fostering trust and collaboration between the police and the community. This individual will have demonstrated success in leading through change, embracing innovation, and implementing strategies that enhance public safety while respecting the dignity and rights of all community members.

The Chief of Police will be expected to engage actively with all segments of Des Moines' diverse community, building relationships that transcend traditional boundaries and create a shared vision for safety and well-being. This role demands a leader who is accessible, transparent, and unyielding in their dedication to the principles of justice and equality.



Key qualities emphasized by stakeholders include:

- Commitment to Community Policing: prioritize neighborhood-based service delivery, actively engaging with residents and local organizations to build trust, cooperation, and safety.
- Transparency and Accountability: to the department members, the City organization, and the entire community.
- Diversity and Inclusion: promote diversity within the department and ensure that the police force reflects the community it serves.
- Data-Driven Decision Making: leverage data to inform policing strategies and improve public safety outcomes.



06 QUALIFYING EDUCATION AND EXPERIENCE

The next Chief of Police for Des Moines will have a robust background in law enforcement, complemented by a strong educational foundation. Specific qualifications include:

- **Experience:** A minimum of ten years in law enforcement, with significant leadership experience in a municipal police department. A history of successful community engagement, policy implementation, and collaborative problem-solving in a diverse community setting is essential.
- **Education:** A bachelor's degree in criminal justice, business or public administration, or a closely related field is required. A master's degree and completion of advanced law enforcement training programs, such as the FBI National Academy, are highly preferred.
- **Certifications:** Must be capable of meeting the requirements established by the Iowa Law Enforcement Academy for executive certification.
- **Residency:** The City of Des Moines' Residency Requirement is in effect for this position. The selected candidate must be a resident of the City of Des Moines within seven months of appointment date and maintain residency within the City of Des Moines while employed in this position.



COMPENSATION & BENEFITS

The position of Chief of Police in Des Moines offers a competitive compensation package that reflects the significance and demands of the role. In addition to an expected starting salary range of \$175,000 to \$210,000, the City provides an extensive benefits package. This includes health insurance, retirement plans, professional development opportunities, a residency incentive and more. The City is committed to supporting the well-being and growth of its Chief of Police, ensuring they have the resources and support necessary to lead the department effectively.

NOMINATION AND APPLICATION PROCEDURES

08.



APPLY TODAY!

This process is being handled through Public Sector Search & Consulting (PSSC). We encourage prospective candidates to contact Justin Doll with PSSC for additional information that may help them evaluate this opportunity. The recruitment for this position will close at 5 pm Central Time Monday, August 19th, 2024. Candidates are encouraged to apply by emailing a compelling cover letter, comprehensive resume, and list of references to apply@publicsectorsearch.com.

Top candidates will be invited to participate in oral exams with the Des Moines Civil Service Commission and included on a list certified by the Civil Service Commission. Typically, three to four finalists from the list will be invited on-site for interviews from which the City Manager Scott Sanders will select the new Chief. An offer, contingent on the remainder of the hiring process, will follow.



APPLY WITH CONFIDENCE

Inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

(916) 789-9990 (office)

www.publicsectorsearch.com

Justin Doll (Chief of Police, ret.)

justin@publicsectorsearch.com

Cell: 907.748.5746

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