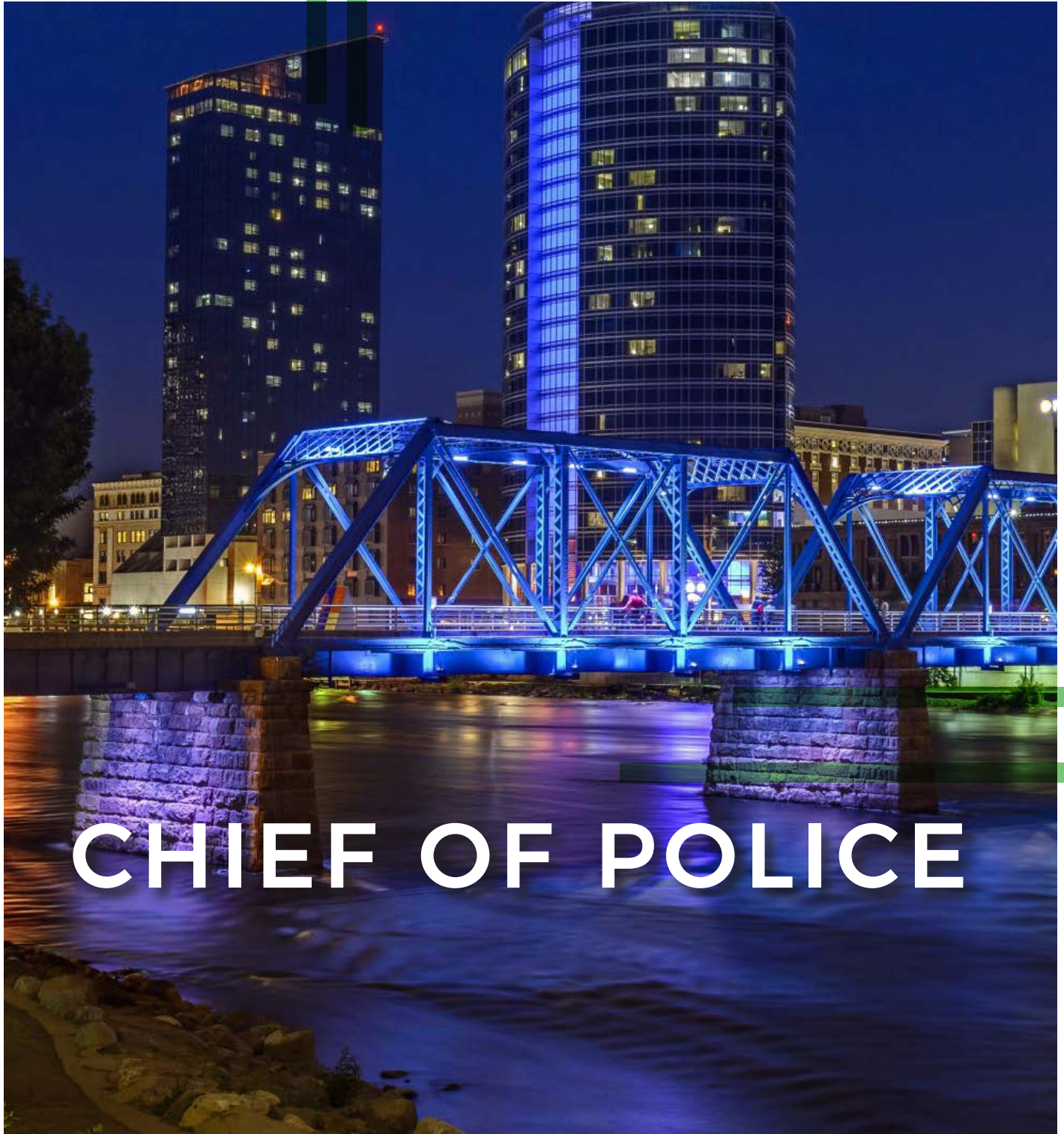


A NATIONAL SEARCH
is underway for a
new Police Chief.

Grand Rapids, MI



CHIEF OF POLICE

THE CITY OF GRAND RAPIDS, MICHIGAN





AN INCREDIBLE OPPORTUNITY

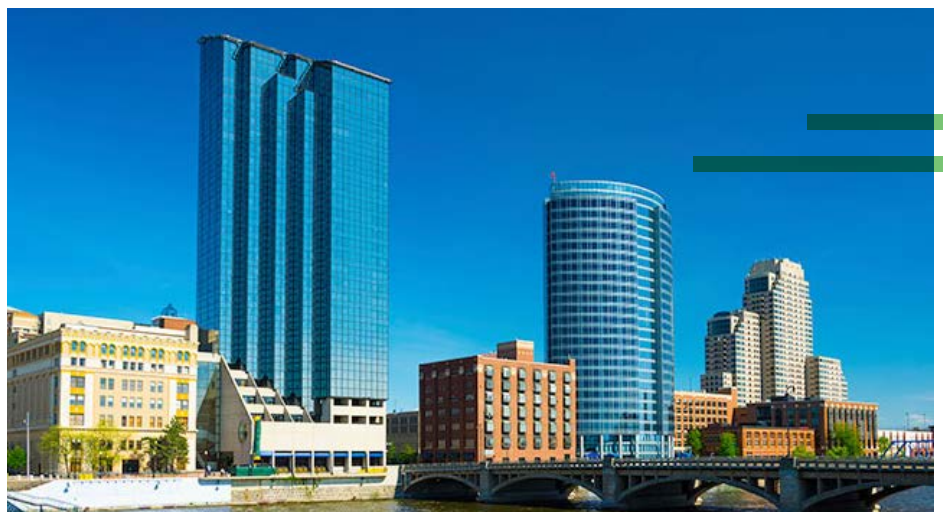
A national search is underway to attract a highly qualified candidate to lead the Grand Rapids Police Department (GRPD).

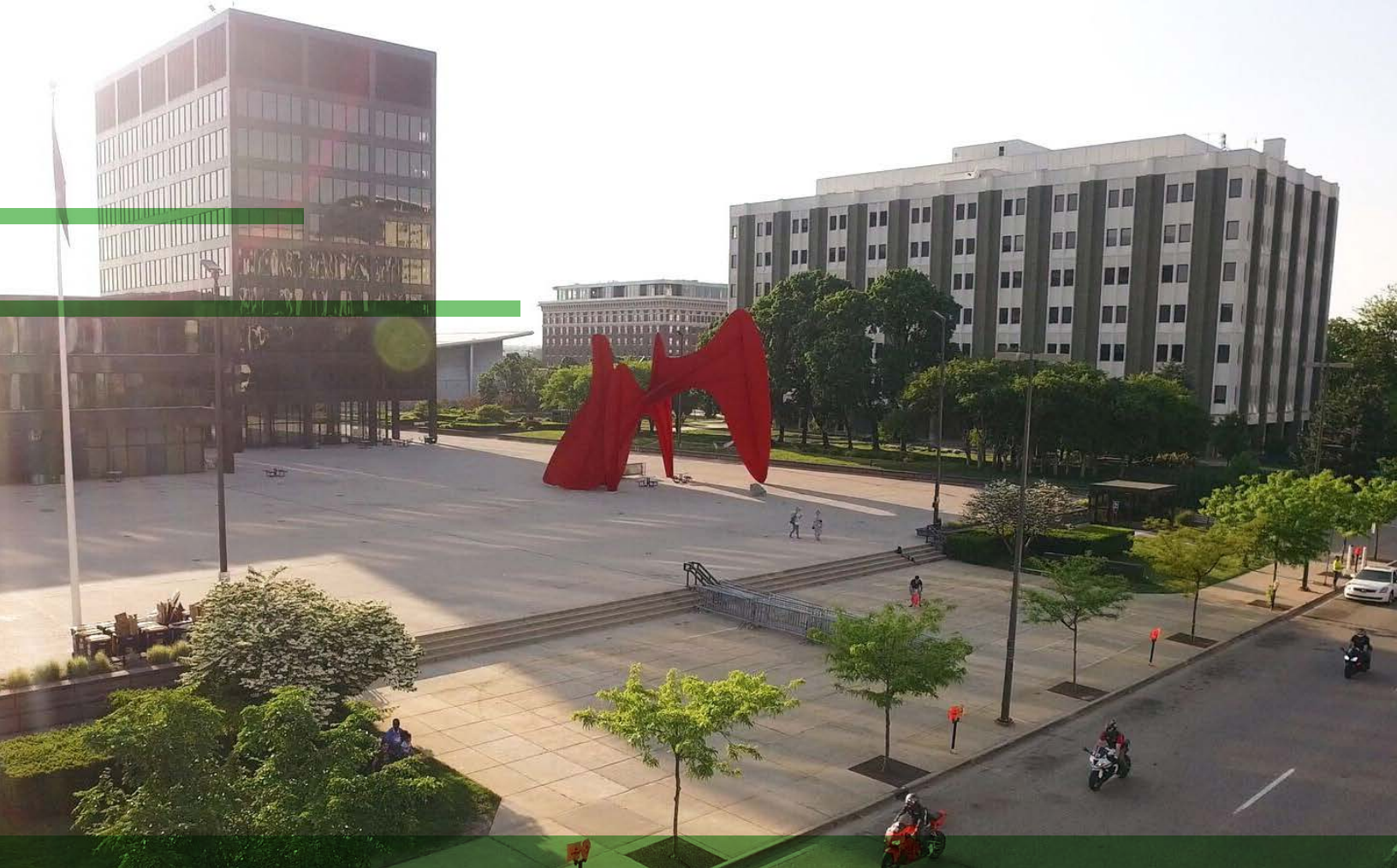
In this challenging but incredibly rewarding time for American law enforcement, this is an incredible opportunity to lead a CALEA-accredited police department that has implemented several 21st century policing principles over the past few years. Recent incidents both nationally and locally have cast a shadow on efforts to build and maintain trust in the community.

This is the backdrop for an incredible opportunity for those with a career history of outstanding leadership skills, cultural competency, and a collaborative approach to solving problems. The most qualified candidates will not only be accomplished, but strategic and well prepared to address an array of vital issues including accountability, police

staffing, appropriate community policing and crime reduction models, legalization of marijuana in Michigan, and the use of evolving technology. The next Chief of Police will be a strong leader who brings a collaborative and strategic focus to a department and community with very different views about policing, but who are equally committed to improving service delivery in all areas of the City.

Top candidates will have a stellar career history in a major metropolitan area or a city of comparable size. These confident law enforcement executives will be known for their engaging yet personable style and their excellent communication skills.





GOVERNING STRUCTURE 02.

Grand Rapids was first incorporated as a village in 1838. In 1850, it incorporated as a home rule city under a mayor-council form of government, as it remained until 1916 when the commission-manager form of government was adopted.



The City Commission is composed of seven non-partisan members. Two commissioners are elected from each of the City's three wards, while the Mayor is elected at-large by a majority of all voters.

Commissioners serve four-year overlapping terms. Every two years, the community elects one commissioner from each ward. The City Manager is appointed by the City Commission to serve as the City's Chief Executive Officer and is responsible for

coordinating all City departments and executing policies and programs set forth by the Commission.

The Chief of Police, like other department directors in this full-service city, is appointed by and serves at the pleasure of the City Manager. The current City Manager, Mark Washington, was hired in October 2018 after serving as Assistant City Manager in the City of Austin, Texas.



03. COMMUNITY

U.S. News and World Report analyzed 125 metropolitan areas in the United States and ranked Grand Rapids as the 12th best place to live, based on quality of life and the job market in each metro area.

A THRIVING ECONOMY

Grand Rapids is the second largest city in Michigan and is the seat of Kent County. More than 200,000 residents live within the City's 45 square miles. Located in Western Michigan roughly 30 miles east of Lake Michigan, Grand Rapids is the urban hub and economic engine for one million residents of the metropolitan area.

A scenic spot perched on the Grand River – Michigan's longest waterway – Grand Rapids has evolved from its 19th-century roots as a hub of furniture production to a modern day metro area that attracts college students and young families with its healthy job market, affordable housing, and variety of outdoor recreational activities.

More than \$2 billion of public-private investment has transformed Grand Rapids into the medical research and healthcare hub of the region. Spectrum Health, the City's largest employer, and the Van Andel Research Institute, a cancer and molecular research and educational facility, anchor the flourishing medical industry that includes five other hospitals, a medical school, and school of nursing. Additional educational opportunities are abundant, with more than a dozen public and private colleges and universities within proximity to the City.

The City's demographic reflects the diversity of Grand Rapids. The community is 19 percent African American, 15.6 percent Hispanic, 2 percent Asian, 0.3 percent Native American, 59.5 percent Caucasian, and 3.5 percent other descent/more than two races. The cultural makeup is

changing, and Grand Rapids will likely become a majority-minority city in the near future. The City is also home to a significant senior population of 11.4 percent. From those working in educational and health industries, to the strong LGBTQ community that hosts an annual Grand Rapids Pride event, to the numerous artists and musicians, the Grand Rapids region is home to people of all walks of life.

VIBRANT AND CELEBRATED DOWNTOWN

The Grand Rapids community is incredibly active and known for sponsoring a multitude of community events including a Hispanic Festival, African American Art and Music Festival, Festival of the Arts, and ArtPrize - the world's biggest public art competition.

The Van Andel Arena, a 12,000 seat multi-purpose arena, DeVos Place Convention Center, and the recently opened 20 Monroe Live event venue attract thousands of visitors who attend national headlining concerts, sporting events, and community gatherings. These facilities support many downtown businesses, including restaurants and other entertainment venues.



Grand Rapids has a rich history of supporting the arts, including a variety of cultural and entertainment activities such as the Grand Rapids Symphony, Grand Rapids Ballet, Grand Rapids Civic Theatre, as well as a Children's Museum, Public Museum, Art Museum, and the Gerald R. Ford Presidential Museum.

Grand Rapids is home to a noteworthy craft beer scene, and was previously hailed as Beer City USA. The Beer City Ale Trail leads to dozens of breweries that offer tours and tastings. The City supports the Grand Rapids Griffins (American Hockey League), West Michigan Whitecaps (Class A Baseball), and Grand Rapids Drive (NBA Development League).

Recreation classes, activities, and organized sports open to all ages and abilities are available within many of the City's 74 parks on 1,200 acres of public land.



POLICE DEPARTMENT.

GRAND RAPIDS POLICE DEPARTMENT



The Grand Rapids Police Department (GRPD) was accredited by CALEA in 2018. With an annual budget of \$60 million, GRPD has authorized staffing of 295 sworn officers, 45 dispatch employees and 59 civilian employees.

The department's structure includes the Internal Affairs Unit, which reports directly to the Police Chief, and two operational sections. Each section is managed by a Deputy Chief and comprised of several Divisions:

ADMINISTRATION AND INVESTIGATIVE SECTION

- The Investigations Division is comprised of the Detective Unit (five teams which are assigned cases by type and geographic area), Vice Unit, and Forensic Unit;
- The Support Services Division is responsible for Communications, Records Unit, and Information Technology, and the Training Unit;
- Research and Planning;
- The Community Engagement Unit oversees all recruiting and hiring efforts for sworn personnel and applicants to the intern program.

FIELD OPERATIONS SECTION

- The Patrol Division is divided into five geographical service areas, each managed by a Captain. The

division includes 20 sergeants, 123 police officers, 17 community policing specialists, two code enforcement officers and a crime prevention coordinator;

- The Special Response Team (SRT) is a full-time team that includes 19 sworn personnel. Members are divided into 3 smaller teams for 6-day coverage, assisting patrol by addressing issues in each service area. Members use proactive, self-initiated enforcement methods to support crime reduction efforts;
- The Traffic Unit investigate serious and fatal accidents, hit and run collisions, and special events.

Department members are represented by six unions. One union represents command officers (lieutenants and captains), while another represents police officers and sergeants. The remainder represent dispatch and dispatch supervisors and the full-time civilian employees. The Police Chief and Deputy Chiefs work with the unions but are not members.

IDEAL CANDIDATE

04.

The next Chief will be a visionary leader who is able to communicate the need for and create long-lasting, systemic change. The Chief will set clear goals for the Department and establish a clear plan that emphasizes accountability from the command level to the rank and file. The Chief will be forward thinking, focused on 21st Century Policing, and driven to implement best policing practices that are appropriate in today's world.



CULTURALLY COMPETENT

The new Chief of the Grand Rapids Police Department will be both an inspirational leader and an experienced executive who will inspire confidence and trust from the community, as well as earn the respect of sworn and civilian employees. They will be an individual who is compassionate, respectful, honest, ethical, and possesses the highest level of integrity.

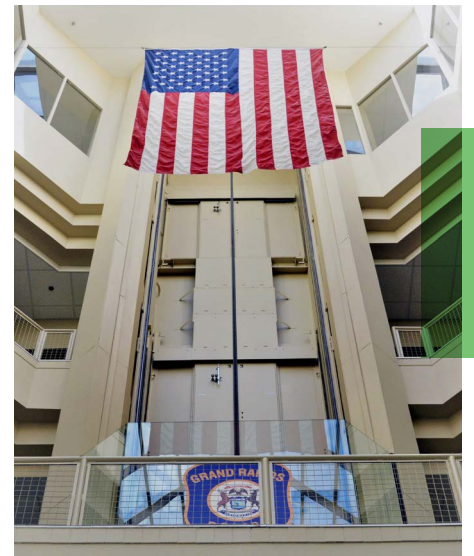
The new Chief will welcome and celebrate the diversity of the entire Grand Rapids community and its unique neighborhoods. The ability to build strong and authentic connections within a complex community is essential to succeed in this position.

The Ideal Candidate will be a personable yet professional Chief who is culturally intelligent and committed to an active model of community policing and engagement.

INNOVATIVE PRACTITIONER

Seen as a progressive reformer with the ability to adopt best practices, the Chief will implement change that promotes better service delivery to all neighborhoods and residents.

The selected candidate will be expected to quickly identify, address, and implement past recommendations while working in conjunction with City leadership, community stakeholders, and, where appropriate, the police unions.





PRINCIPLED LEADER

The new Chief will have the conviction and courage to proactively address challenges and make the tough decisions, while standing up for what is best for the community and the department.

The Chief will always be transparent in communications (both internal and external), valuing full transparency above short-term public relations management considerations.

The Chief will recognize that transparency is a necessity for building trust and that, in the long-term, genuine trust is more important than image. The Chief will embody a philosophy of openness and will expect the same of their command staff.

The Chief will be a stabilizing force in the Department and their calmness will engender trust within all levels of GRPD.





QUALIFYING CRITERIA

05.

Information collected during the public input process (described below) will be utilized to help evaluate candidates during the screening, interview stage, and final selection.

EXPERIENCE

The new Chief will possess at least five years of progressively responsible law enforcement experience, including experience in police management; or any equivalent combination of training and experience.

Candidates must have a proven and demonstrated track record of working effectively in a culturally and ethnically diverse community. Experience should also include developing and implementing strategies that have led to comprehensive organizational improvements.

CERTIFICATION REQUIRED

Must be a certified peace officer or have the ability to obtain certification as required by the Michigan Commission on Law Enforcement Standards (MCOLES) https://www.michigan.gov/mcoles/0,4607,7-229-41624_68262---,00.html

EDUCATION

Possession of a bachelor's degree in criminal justice or a related field is required. A Master's degree is preferred, as is executive level training such as the FBI National Academy, SMIP, NEI, or other recognized executive command program.

RESIDENCY

While there is no requirement, there is a strong preference for candidates who commit to residing in the City of Grand Rapids.



COMPENSATION & BENEFITS

The compensation for this at-will position is very competitive and will be augmented by an excellent benefits package. Benefits include: 401(a) Defined Contribution Plan, Health, Dental, and Vision Insurance, and Retiree Health.

Further details on benefits may be viewed here: Click here for [Fringe Benefits Guide Sheet](#)



PUBLIC PROCESS FOR COMMUNITY & DEPARTMENT INPUT

To complement this comprehensive recruitment process and encourage input from both the community and members of the GRPD on the attributes and characteristics of the ideal candidate, the City Manager authorized the following:

- Two community meetings were held on February 19th (City Hall) and February 20th (Wealthy Street Theatre)
- Internet surveys were developed to obtain input from the community and sworn and civilian members of the Police Department.

A summary of the collected input will be provided to the City Manager and the public in advance of the candidate interviews, anticipated to occur in mid-June.

This public process was developed to widely encourage the community's participation and ensure transparency in the evaluation of attributes and characteristics of candidates for this position.



Grand Rapids is vibrant and rich in art & culture.
The Grand Rapids Art Museum (GRAM) and annual ArtPrize is a huge attraction for art enthusiasts to the area.



TO BE CONSIDERED 08.

APPLY TODAY!

This is a confidential process and will be handled accordingly throughout the various stages of the process. **References will not be contacted until mutual interest has been established.** This position will be considered “open” until a final selection is made. For optimal consideration candidates are encouraged to apply by Friday, April 19, 2019. Electronic submittals will be accepted at apply@publicsectorsearch.com and should include a compelling cover letter, comprehensive resume, and list of references.

Only the most highly qualified candidates will be invited to participate in the selection process starting in late May. Top candidates (typically three) will become finalists and invited to return to Grand Rapids for the final selection stage during mid-June 2019. An offer, contingent on successful completion of a detailed background investigation, will follow. Ideally, the new Chief of Police will join the City of Grand Rapids in July 2019 or upon a mutually agreed upon date.



APPLY WITH CONFIDENCE

Confidential inquiries regarding this career opportunity are welcomed and should be directed to the search consultants:

Public Sector Search & Consulting, Inc.

Chief Gary Peterson (Ret.), President & CEO

gary@publicsectorsearch.com

Mobile: (916) 622-5323 | Office: (916) 789-9990

Chief Mark Helms (Ret.), Project Consultant

mark@publicsectorsearch.com

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The City of Grand Rapids is an equal opportunity employer who supports equal opportunity for all people, regardless of Race, Color, Religion, Gender, Sexual Orientation, Age, National Origin or Disability.



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