

A NATIONAL SEARCH
is underway for a new
Chief of Police

City of Lansing, MI



CHIEF OF POLICE





01. THE OPPORTUNITY

A national search is underway to attract a highly qualified candidate to serve as Chief of Police for the Lansing Police Department (LPD).

While this is an incredible opportunity to lead the police department for the “Capitol City” of Michigan, this moment comes at a time of historic social awakening about systemic racism and the role of police, during an unprecedented, worldwide pandemic. Like many cities over the past year, Lansing has experienced an increase in violent crime and the challenges associated with numerous protests about gridlock, masking and police brutality in the wake of the George Floyd murder. Top candidates will not only be accomplished, but also strategic and well prepared to address community safety by focusing on an array of issues, including violent crime, property crime and general traffic disorder. At the same time, candidates must be prepared to foster community trust by building strong relationships, increasing transparency, and ensuring the equitable enforcement of the law.

THE CITY OF
LANSING, MICHIGAN



02. CITY GOVERNMENT

The City of Lansing operates in a strong-mayor form of governance.

The Mayor, as the chief executive of the city, sets strategy and direction for the city and works with the city council on a variety of legislative matters. The City Council consists of a president and eight members. The Mayor appoints the Chief of Police in consultation with the Board of Police Commissioners subject to confirmation by a majority of its members. The Chief of Police may be removed by the Mayor only with the concurrence of a majority of the Board.





03. THE COMMUNITY

Lansing is the capitol of Michigan and the state's sixth most populous city, with more than 118,000 residents. While mostly within Ingham County, the city spans 33 square miles and portions of the city extend west into Eaton County and north into Clinton County. The Lansing-East Lansing metropolitan area has a population approaching 500,000 people.

Lansing is seen as the economic, cultural and educational hub for mid-Michigan and Forbes recently touted the city as “one of the best places for business and careers.” Four national insurance companies are headquartered in Lansing as well as numerous technology companies. The city is also home to nearby Michigan State University, three medical schools and two law schools. The Michigan Supreme Court and Michigan Court of Appeals are located downtown in the Michigan Hall of Justice.



The City of Lansing has a diverse population, with residents of African American (23.28%), Caucasian (49%), two or more races (8.7%), Asian-American (4.43%), Hispanic/Latino (12%), Native American (0.65%), Native Hawaiian or Pacific Islander (0.03%) and other descent (5.6%). Lansing has a significant veteran population served by various governmental organizations (including the Veteran's Administration), as well as other non-governmental organizations.

The community embraces and celebrates its ethnic and cultural differences through a variety of celebrations including the African American Parade and Heritage Festival, the Cristo Rey Festival, the Silver Bells in the City Parade, the Lansing JazzFest, the Old Town BluesFest, the Lansing Riverbank Traditional Powwow, and the Common Ground Festival. Residents and visitors enjoy touring the Michigan Museum of Surveying, the Michigan Women's Hall of Fame, R.E. Olds Transportation Museum, and the historic Potter Park Zoo. The Greater Lansing area boasts art galleries, museums, and theaters, as well as a local breweries and fine dining options.



04. THE POLICE DEPARTMENT

Lansing's Board of Police Commissioners is charged with oversight of the LPD. It works closely with the Chief of Police and Mayor's Office to ensure excellence, integrity and accountability for the men and women who work within the ranks of the LPD. The Board also works with an independent investigator to assist in execution of its duties.

With a 2020-2021 Budget of \$46.5 million, LPD is authorized 219 sworn officers and 37 non-sworn staff who report directly to the Chief of Police or work in one of four divisions, each led by a police captain:

- The **Patrol Division** is the largest division within the department. It provides first responder services and manages the field training officer program, training unit, traffic and special events unit, K-9 unit and the Special Tactics and Rescue Team. It also manages the community service unit, which consists of a social worker, police

chaplain, community service officer, community policing officers, volunteer services and the G.R.E.A.T. Program.

- The **Office of Internal Affairs** reports directly to the Chief of Police. It investigates cases with potential policy violations involving use of force, vehicle pursuits, firearm discharges, vehicle accidents, and other reported complaints.
- The **Investigations Division** is responsible for criminal investigations through the following specialized positions and units: child abuse, fraud, cold case homicide, homicide, crime scene investigations, property and auto theft, crimes against persons, crime analysis and intelligence unit and the Special Operations - Violent Crime Impact Team. LPD also has detectives and officers assigned to various state and federal task forces.



- The **Staff Services Division** is responsible for central records, data systems, fingerprints, Freedom of Information Act requests, cadets, internships, recruiting and hiring (personnel) and certifications.
- The **Administrative Services Division** includes the property and supply unit, budget and payroll. The city's detention facility is staffed with 16 detention officers who are supervised by five sergeants and a lieutenant. The LPD participates in Advocates and Leaders for Police and Community Trust (ALPACT), a coalition of community and police leaders who meet regularly to examine issues affecting police and community relations. ALPACT develops and suggests strategies and policies to improve community relations.

Former Chief Daryl Green (who was the Co-Chair of ALPACT) and city leadership successfully implemented several initiatives to reform how LPD addresses calls for service related to mental health, homelessness and substance abuse. In addition, initiatives advancing de-escalation training and aligning officer training with the city's core values have been completed. Reforms that have been implemented or are in progress can be viewed [here](#)



05.

THE IDEAL CANDIDATE

The Chief of Police must be an experienced executive who will inspire confidence and trust from the community and earn the respect of both sworn and civilian employees. He or she will have an exceptional career history in a metropolitan area and be known for having an engaging, confident, yet personable style.

The ideal candidate will set clear goals for the LPD and develop a well-defined plan that emphasizes the reduction of violent crime, while at the same time building trust in the community. The top candidate will be an individual who is compassionate, respectful, honest, and ethical. The next Chief of Police will be expected to quickly identify issues, formulate collaborative solutions and implement changes while working in conjunction with the Mayor's Office, other department heads, community stakeholders and, when appropriate, the police union. He or she will always be open and transparent in communications (both internally and externally), recognizing that transparency and accountability are necessary for building community trust. The Chief of Police will embody the philosophy of openness and will expect the same of his/her command staff.



06. EDUCATION & EXPERIENCE

While the City of Lansing reserves the right to utilize equivalencies when deemed appropriate, the following are required:

EXPERIENCE

Ten (10) years of experience as a police officer, at least four (4) years of which must be at the rank of Police Lieutenant or above in a city with a population of at least one hundred thousand (100,000).

- The most competitive candidates will have experience in senior executive assignments, management of community policing efforts or internal affairs.
- Candidates must have a demonstrated track record of working effectively in an urban environment with a culturally and ethnically diverse community.
- Experience should also include developing and implementing strategies that have led to comprehensive organizational improvements.

EDUCATION

Bachelor's Degree in Criminal Justice, Business Administration, Social Science or an equivalent area and candidates shall have completed sixteen (16) quarter hours or equivalent semester hours of college level course work in supervisory management.

An equivalent combination of training and experience in related activities may be substituted for supervisory experience and up to eight (8) quarter hours of the required supervisory management course work.

SPECIAL REQUIREMENT:

Must possess and maintain a valid Michigan driver's license.

CERTIFICATION REQUIRED

Must be a certified police officer in Michigan or be able to submit an equivalency application to the Michigan Commission on Law Enforcement Standards (MCOLES).





07.

TO BE CONSIDERED

COMPENSATION & BENEFITS

This at-will position will have a competitive market rate salary augmented by an excellent benefits package. Further details on compensation and benefits may be obtained through Public Sector Search & Consulting, Inc



APPLY TODAY!

This is a confidential process. Candidates are strongly encouraged to apply by October 15, 2021. Electronic submittals should include a compelling cover letter, comprehensive resume and list of references and should be sent to apply@publicsectorsearch.com.

The Mayor's Screening Committee will narrow the pool of candidates and the most qualified candidates will be invited to participate in the selection process. Upon selection, an offer, contingent on detailed background, will follow. Ideally, the new Chief of Police will join the City of Lansing in January 2022 or on a mutually agreed upon date.

APPLY WITH CONFIDENCE

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

Public Sector Search & Consulting, Inc.

Chief Gary Peterson (Ret.), President & CEO

gary@publicsectorsearch.com

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