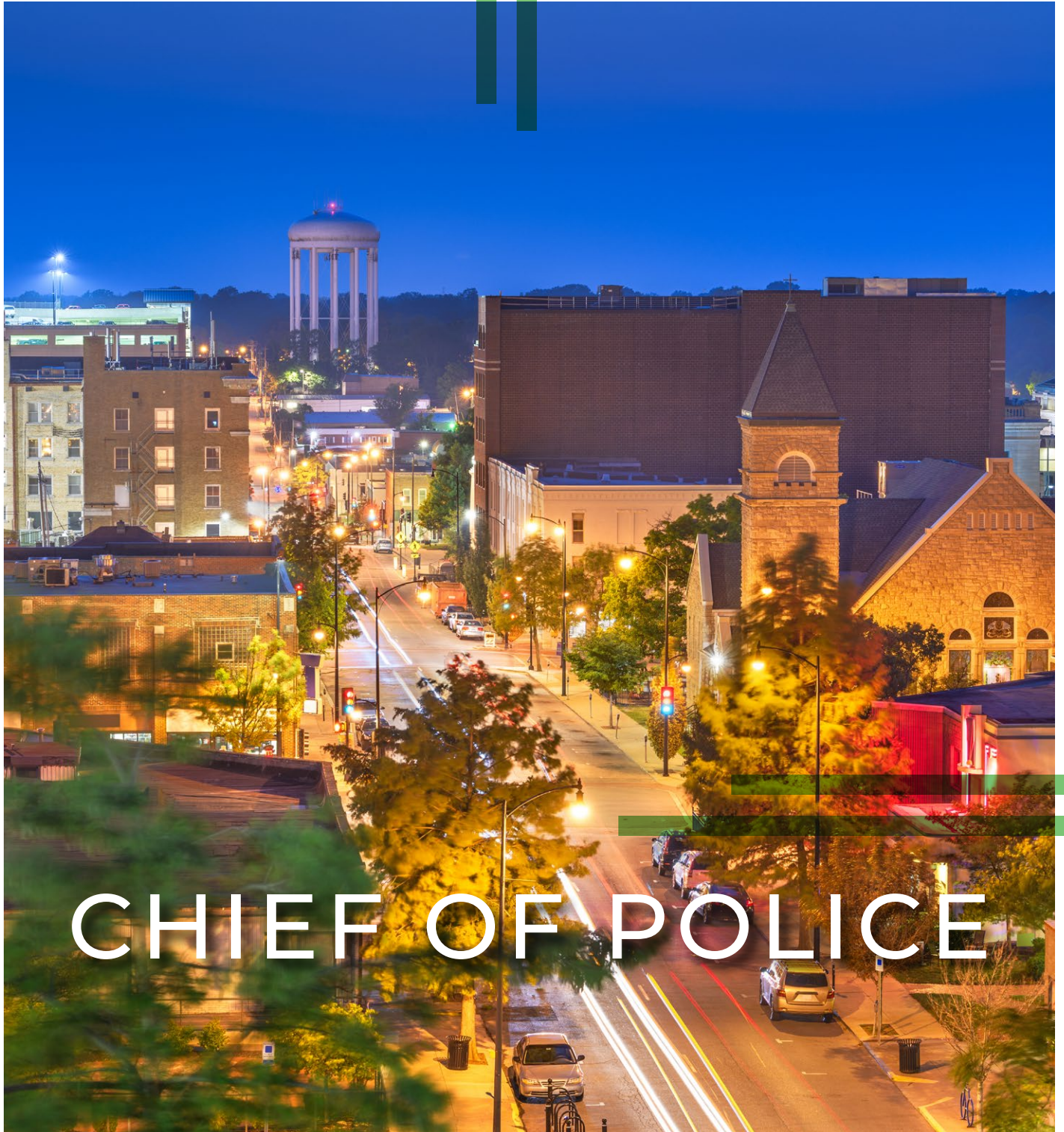


A NATIONAL SEARCH
is underway for a new Chief of Police

Columbia, Missouri



CHIEF OF POLICE



COLUMBIA, MO

THE 01. OPPORTUNITY



A national search is underway to attract a highly qualified police executive to serve as the Chief of Police and lead the police department in Columbia, Missouri.

This opportunity arises because Chief Geoff Jones retired on August 1st after more than 24 years of service with the police department and the last four years as its Chief of Police. Chief Jones is known for developing a high level of professionalism and customer service within the department while prioritizing community engagement. Columbia seeks a strong leader who will build on those past accomplishments and take public safety to another level.

02. THE COMMUNITY

Founded in 1821, Columbia is the county seat of Boone County, and Missouri's fourth most populous and fastest growing city, with an estimated 128,555 residents in 2022.

Wide-open spaces and community spirit abound in Columbia, Missouri, which has earned numerous recognitions for its outstanding quality of life. Centrally located in the continental U.S. and between Kansas City and St. Louis along Interstate 70, Columbia offers convenient access to 11 major cities within 500 miles.

The city is an exceptional place to call home for a multitude of reasons. It is a friendly and welcoming city, with a thriving downtown and an abundance of cultural opportunities. The city boasts a vibrant and diverse community that welcomes individuals from all walks of life. Columbia offers a perfect balance between a small-town feel and the amenities of a larger city. The city is renowned for its exceptional educational opportunities. Home to the University of Missouri, Columbia College, Stephens College, and several other colleges, Columbia provides access to world-class education,

research facilities, medical facilities, and a thriving intellectual environment. This not only benefits students but also contributes to a dynamic and innovative local economy. Columbia offers a plethora of recreational activities for residents to enjoy. The city is surrounded by beautiful parks, trails, and nature reserves, providing ample opportunities for outdoor enthusiasts to explore and unwind. The city hosts numerous cultural events, festivals, and live performances throughout the year, ensuring there is always something exciting happening. The cost of living in Columbia is relatively affordable compared to other cities of similar size, making it an attractive option for individuals and families looking to establish roots in a welcoming and thriving community. Columbia offers a unique blend of community, education, recreation, and affordability, making it an ideal place to live and thrive.





03. CITY GOVERNMENT

The City of Columbia is a charter city that operates under the Council-Manager form of government.

The Mayor and City Council establish policy and law, and the City Manager is responsible for the day-to-day operations and management of the city organization. The City Council consists of seven (7) members, each of whom are elected for staggered terms of three (3) years. One of the seven council members is elected at large as the mayor. The other six (6) council members are elected by majority vote in their respective wards.

The city manager is appointed by and serves at the pleasure of the City Council. In 2021, De'Carlton Seewood was appointed City Manager after serving as the Deputy City Manager for Columbia since 2019. Mr. Seewood is the first African American to serve in the position in the city's rich history. The city manager is responsible for the overall administration of the City of Columbia. The Chief of Police is appointed by and reports directly to the City Manager.

THE POLICE DEPARTMENT 04.

The Columbia Police Department (CPD) operates under the leadership and guidance of the Chief of Police.

The CPD has a 2023 budget of \$31 million that supports a current authorized staff of 191 sworn officers and 57 professional staff, who work in Administration or one of three (3) bureaus each managed by an Assistant Chief:

- The **Patrol Bureau** includes Patrol , K-9, Traffic, Community Outreach, Park Rangers, and Municipal Court Security.
- The **Special Services Bureau** is responsible for Training and Recruitment, Records Management, Property and Evidence, Fleet and Building Services and Airport Public Safety.
- The **Investigations Operations Bureau** includes Major Crimes Unit, Crimes Scene Investigations, Special Operations, SWAT, and Crime Analysis.



05.

COMMUNITY ENGAGEMENT PROCESS

The City authorized a robust engagement process resulting in significant community and departmental input.

Engagement opportunities included multiple stakeholder and focus group discussions, an open community forum, and a community survey with over 900 responses. Participants also included a variety of employees of the city including both sworn and civilian staff in the police department. The themes arising out of this process help describe community expectations and the qualities desired in the next Chief of Police.



06 IDEAL CANDIDATE

The ideal candidate will be a servant leader with impeccable integrity, advanced communication skills and knowledge who is genuine, personable, welcoming, and humble in all facets of their interactions.

The ideal candidate will also be a strategic leader who is innovative, proactive, and community oriented. The Chief will have an open and collaborative management style and be a good decision-maker. The next Chief of Police will have a passion for policing and inspire others to accept and manage change while upholding high-performance expectations.

Trust Builder

The ideal candidate will build trust with the community and earn the respect of both sworn officers and civilian non-sworn personnel. The top candidate is a team-oriented leader who is transparent, valuing trust over any short-term gain in public perception and embodying the philosophy of openness with command staff and colleagues. The Chief will be able to communicate a vision for policing in Columbia and be a supportive and contributing member of the city's management team.

Columbia Police Department

Mission

The mission of the Columbia Police Department is to protect and serve by partnering with the community to solve problems and responsibly enforce the law.

Vision

A safe and successful community served by an innovative team of trusted professionals dedicated to providing excellent service and engaging our community as a valued partner.



Skilled Leader

The ideal candidate will be an effective communicator, who can inspire a shared vision with the community and the police department. The next Chief will be a consensus builder on complex issues like crime reduction strategies. The Chief will represent continued progress and positive movement toward the most effective public safety policies and best practices. The Chief should be experienced working in a union environment and have a track record of developing employees for future opportunities inside the department.

Strategic

Columbia currently has several police officer vacancies. The ideal candidate will propose and implement new initiatives to improve recruiting and retention efforts consistent with advanced approaches in today's work environment. Likewise, the preferred candidate will work with service providers to advance co-responder efforts and ongoing efforts with the unhoused community and will be well versed in co-responder models that help police proactively address crime within the community.

Inspirational

The Chief of Police will be a motivating leader with a high level of integrity, whose extensive experience in the field will help build strong and genuine connections with the CPD team and in the community. The ideal candidate will be an individual who is empathetic, compassionate, honest, and has a strong voice for diversity, equity and inclusion. The next Chief will impact the department and its employees by improving in-service training and career development opportunities for staff throughout the department. The selected candidate will also be a good listener and approachable, responsive, and open to feedback.

Engaging

The Chief of Police will proactively address internal and external challenges and make tough decisions while advocating for CPD members and the community. Like many cities across the country, Columbia has challenges with people experiencing homelessness. The next Chief will need to work with service providers to support ongoing efforts as well as create new initiatives to address this very complex issue. The Chief will work to strengthen relationships with the community and set an example for CPD command staff by being visible and engaged.



07. MINIMUM QUALIFICATIONS

EDUCATION

Bachelor's degree in criminal justice, police administration, or a related field is required.

EXPERIENCE

Minimum of three years of management experience in law enforcement supplemented with substantive training and education in management and administration.

SPECIAL REQUIREMENTS

- Missouri POST certification or ability to obtain such certification within one year of hire.
- Must possess and maintain a valid driver's license.

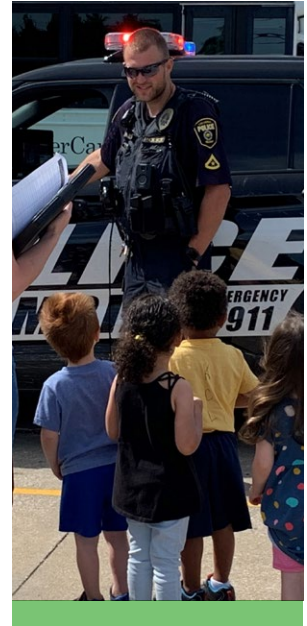


COMPENSATION AND BENEFITS

The position will have a competitive salary that is augmented by excellent benefits. The proposed pay range is \$122,482 - \$188,682. Starting salary will be based on qualifications and accomplishments. Further details on compensation and benefits may be obtained through Public Sector Search and Consulting, Inc.

NOMINATION AND APPLICATION PROCEDURES

08.



APPLY TODAY!

This is a confidential process. Candidates are strongly encouraged to apply by September 13, 2023. Electronic submittals should include a compelling cover letter, comprehensive resume and list of references, and should be sent to apply@publicsectorsearch.com.

Only a select group of candidates will be invited to participate in the selection process. After the selection process, an offer, contingent on a detailed background investigation, and the remainder of Columbia's hiring process will follow. Ideally, the new Chief of Police will join the city this fall on a mutually agreed upon date.

APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

916.789.9990

www.publicsectorsearch.com

Kenton Buckner, Chief of Police (Ret.)

kenton@publicsectorsearch.com

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