



CITY OF BROOKLYN PARK
invites applications for the position of:

Police Chief (FT)

SALARY: \$127,462.40 - \$172,452.80 Annually

OPENING DATE: 06/28/22

CLOSING DATE: Continuous

POSITION SUMMARY:

Lead a department of talented public safety professionals as the City of Brooklyn Park's Chief of Police! This executive position oversees 160 sworn and non-sworn staff. With a budget of \$23.5 million, you'll manage all functions of the police department with efficiency and take personal responsibility for the protection of lives and property in the city.

You will lead the police department in maintaining order, enforcing laws, and taking measures to prevent crime. You will additionally plan activities, training, assignment, supervision, and disciplinary actions.

The ideal Police Chief will have a progressively accomplished career, unimpeachable integrity, commitment to innovative policing practices, and experience, and dedication to, successfully serving a racially and culturally diverse community.

Application Deadline: Recruitment will continue until a sufficient number of qualified applications are received as determined by Human Resources. First review of applications will be on July 18, 2022. Position will remain open until filled.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Plan, organize, direct and review all operations of the Police Department; determine methods and procedures to meet operating needs.
- Plan, direct and coordinate the Police Department's work plan; assign projects and programmatic areas of responsibility; review and evaluate work methods and procedures; meet with key staff to identify and resolve problems.
- Develop policies and issue special orders to department staff; observe performance and review records and reports to determine officers' effectiveness and efficiency; all aspects of personnel management including rewarding, hiring, and review of recommendations on personnel problems and take disciplinary action; assign responsibility for and review the preparation of training programs for police Department personnel.
- Develop annual Police Department budget (\$23.5M in 2022); ensure all facets of departmental operations are adequately funded. Project future budgetary needs including long term operation and capital costs.
- Serve as an active member of the city management team and provide advice to the City Manager, City Council, and other city departments on a range of issues from public safety to general city policies and operations.

- Meet with the public concerning complaints, activities of the department and other matters of public interest important in the development of community understanding and support.
- Actively participate in professional public safety and other organizations to further professional development and skillset to effectively conduct job.
- Actively engage and foster relationships with Brooklyn Park community-serving organizations, businesses, residents and other stakeholders.
- Hire and professionally develop a police department to serve the cultural diversity of the Brooklyn Park community and evolving expectations of how to deliver public safety services.
- Plan and implement strategies to achieve well-being of officers, staff engagement and organizational health.
- Annually develop department plan with goals, strategies, implementation timelines and organizational performance measures and community indicators.

MINIMUM AND DESIRED QUALIFICATIONS:

Education

Two (2) year Associate's degree or equivalent in Police Administration, Sociology, Public Administration, Business Administration or related field

Experience

- Ten (10) years of experience in police work and public safety which includes the following:
 - Five (5) years of command level experience.
 - Experience in financial management, budgeting, innovative practices in police operations and information technology in a police related environment
 - Experience in a multi-lingual, multi-cultural urban/suburban law enforcement environment working with diverse populations and a demonstrated awareness of cultural competence

Licenses/Certification

Must be licensed, or obtain licensure as a Peace Officer in the State of Minnesota within six months of employment. POST license must be maintained during employment.

Equivalency

An equivalent combination of education and experience closely related to the duties of the position MAY be considered.

Knowledge, Skills and Abilities

- Ability to articulate a clear vision and mission
- Proven commitment to racial equity, diversity and inclusion
- Ability to motivate and encourage high performance throughout the organization
- Ability to make sound recommendations and provide guidance regarding future needs
- Ability to successfully develop and implement innovative programs and long-term goals
- Ability to build and maintain effective relationships, including senior staff, consultants, and elected officials

- Ability to enhance existing and build new collaborative relationships with community leaders and organizations, school districts, local, regional and state government, and other stakeholders
- Experience successfully working with people from diverse cultural, socioeconomic, racial and ethnic backgrounds
- Strong communicator with demonstrated expertise in public speaking/public presentation
- Ability to provide a level of customer service that meets or exceeds customer expectation and satisfaction
- Embrace and engage in cultural shift toward continuous improvement

Desired Qualifications

- Advanced leadership, law enforcement and/or public safety education and/or professional training
- Fluency in Spanish, Hmong, Russian, Somali, Laotian or Vietnamese language(s)

Background Check

The City has determined that a criminal background check and/or qualifications check are necessary for this job title. Applicants are required to sign an informed consent form allowing the City to obtain their criminal history and/or verify their qualifications in connection with the position sought. Applicants who do not sign the informed consent form will not be further considered for the position.

Drug & Alcohol Testing/Medical Examination

All job applicants must pass a pre-employment drug and alcohol test/medical examination once a conditional offer of employment has been made. Applicants will be required to sign a notification and consent form prior to undergoing drug and alcohol testing. Applicants who do not consent to undergo drug and alcohol testing will not be required to do so and the City will withdraw the conditional job offer, resulting in the job applicant no longer being considered for the position.

Selection Process/pre-scheduled test dates

The selection process will consist of one or more of the following steps: a rating of relevant education and experience and/or an oral examination (100%). It is important that your application show all the relevant education and experience you possess. This information will be used to determine which candidates will proceed in the selection process. A submitted application is also used to verify the answers to any supplemental questions. Only those candidates who attain a passing score (70%) on each step in the selection process will be placed on the eligible list. Human Resources Department reserves the right to limit the number in any phase of the selection process.

Brooklyn Park is a thriving northwestern suburb of Minneapolis and the sixth largest city in the state with over 86,000 residents and 30,000 jobs. As the 11th fastest growing city in Minnesota, the city has become even more vibrant because of our remarkable racial and cultural diversity. Approximately 60 percent of our residents are people of color, 22 percent are foreign-born, and more than a quarter speak a language other than English at home.



ADDITIONAL INFORMATION:

Resume and Cover Letter

To help us evaluate candidates' education, experience and skills, we are asking all candidates to attach a resume and cover letter to their application to be considered for this position.

Department/Division Police/General Administration

Anticipated Work Schedule

Full-time, exempt, non-union position subject to a flexible schedule that includes a standard eight (8)-hour work day; will include daytime, evening and weekend hours, generally Monday thru Friday, may require work on some holidays.

We welcome applications from all individuals, including (but not limited to): people of all abilities, persons of color, Veterans, LGBTQ+ and women. If you need these materials in an alternate format or if you have a disability-related need and need assistance with the application process, please contact Janis Lajon at either 763-493-8016 or via e-mail at Janis.lajon@brooklynpark.org.

APPLICATIONS MAY BE FILED ONLINE AT:
<http://www.brooklynpark.org>

Position #2022-00111-JS
POLICE CHIEF (FT)
JL

5200 85th Avenue N
Brooklyn Park, MN 55443
763-493-8016

humanresources@brooklynpark.org

Police Chief (FT) Supplemental Questionnaire

- * 1. Do you have an Associate's degree or higher in Police Administration, Sociology, Public Administration, Business Administration or related field?
 - Yes
 - No

- * 2. Which level best describes your experience in police work and public safety?
 - No experience
 - Less than 1 year
 - 1 year to less than 2 years
 - 2 years to less than 3 years
 - 3 years to less than 4 years
 - 4 years to less than 5 years
 - 5 years to less than 6 years
 - 6 years to less than 7 years
 - 7 years to less than 8 years
 - 8 years to less than 9 years
 - 9 years to less than 10 years
 - 10 or more years

- * 3. Which level best describes your command level experience?

- No experience
- Less than 1 year
- 1 year to less than 2 years
- 2 years to less than 3 years
- 3 years to less than 4 years
- 4 years to less than 5 years
- 5 years to less than 6 years
- 6 years to less than 7 years
- 7 years to less than 8 years
- 8 years to less than 9 years
- 9 years to less than 10 years
- 10 or more years

* 4. Do you meet the educational requirements or reciprocity standards of the Minnesota Peace Officer Standards and Training (POST) Board to become licensed as a peace officer in Minnesota or equivalent by another state?

- Yes
- No

* 5. Approximately 60 percent of our residents are people of color, 22 percent are foreign-born, and more than a quarter speak a language other than English at home. Please describe your experience working with people from diverse cultural, socioeconomic, racial and ethnic backgrounds.

* 6. Are you able to fluently speak, write, and understand any of the following languages? (Check all that apply)

- Spanish
- Hmong
- Russian
- Somali
- Vietnamese
- Laotian
- None of the Above

* 7. What is your connection with the City of Brooklyn Park?

- None apply
- Current Brooklyn Park Resident
- Active Member of Community Group in Brooklyn Park
- Currently enrolled in school in Brooklyn Park
- BrookLynk Alumni
- Other

8. If you listed other, please explain your connection to Brooklyn Park.

* 9. Which veteran's preference points, if any, are you claiming?

- Not claiming veteran's preference
- Veteran's preference
- Disabled veteran's preference
- Spouse of a deceased veteran
- Spouse of a disabled veteran

* Required Question