



CHIEF OF POLICE

\$125,000 – 175,000

Plus Excellent Benefits

Apply by
Monday, April 26, 2021



WHY APPLY?

The Chief of Police position is an excellent opportunity for a proven police leader to make a difference in a high-performing organization that employs the use of best practices, and to guide an accomplished department into the future of policing.

Lincoln is a livable, small city with a diverse economy and population. The largest employers include state government and the flagship campus of the State University. The City of Lincoln encompasses about 11% of the land mass but about 90% of the population of Lancaster County. The region offers a diverse blend of residential, commercial, industrial, and government properties. The Lied Center for Performing Arts and Pinnacle Bank Arena anchor the cultural entertainment for the City. As a community, Lincoln residents strongly support their local government services.

THE COMMUNITY

Lincoln is the capital of the state of Nebraska, with a population of 290,000 and encompassing 100 square miles in the southeast portion of the state. Interstate 80 connects Lincoln and Omaha and passes through our City as a gateway to the West.

Lincoln is home to several universities and colleges, including the University of Nebraska-Lincoln, whose Huskers are a proud member of the Big Ten Conference.

Our local school systems provide quality education and are highly supported by our citizens. The Lincoln Public School system is one of the leading school districts in the Midwest. It is the second largest public school system in Nebraska, serving over 39,000 students at 38 elementary schools, 11 middle schools, and 6 high schools. In addition, Lincoln has 5 parochial and private school systems.

With many miles of biking, hiking and walking trails as well as plentiful parkland, Lincoln offers a high quality of life and is a great place to raise a family. Our city has significantly lower commute times than those of similarly sized cities and has vibrant, active neighborhood associations in all areas of the community. Lincoln has been named a smart gigabit city and has developed competitive fiber available to every home and business.

<https://www.lcoc.com/meet-lincoln>

Lincoln is home to many diverse racial, religious,

and ethnic groups. The city has welcomed refugees from all over the world since the 1970's, and refugees from over 40 countries now call Lincoln home.

Lincoln offers a vibrant cultural scene that includes local theatre, symphony, museums, and the arts. The Lincoln Children's museum is one of the country's premier children's museums, offering hands-on exhibits and imaginative programs that allow children and adults to discover the adventure of learning through play together.

The Haymarket is filled with exceptional restaurants, shopping, and galleries, and is well known for its open-air Farmers' Market every Saturday morning from May through October.



THE CITY

The City of Lincoln operates under a Strong Mayor-Council form of government. Mayors are elected to four-year terms and are eligible to serve three successive terms. The Lincoln City Council is comprised of seven elected officials, each serving four-year terms. Four Council members each represent a district, and three are elected at-large. Mayor Leirion Gaylor Baird was elected in May 2019. Prior to serving as Mayor, Gaylor Baird was elected as an At-Large member of the City Council twice and served as a member of the Lincoln/Lancaster County Planning Commission.

Lincoln is a full-service city, committed to providing quality customer service to its residents. We employ approximately 2,225 FTEs and have a total operating budget of \$496,723,441 for FY 2020-2021.

City departments include: Aging, Building & Safety, City Attorney, Finance, Fire & Rescue, Health, Human Resources, Libraries, Parks & Recreation, Planning, Police, Transportation and Utilities, and Urban Development. Additionally, the City collaborates with Lancaster County Government through interlocal agreements, including the joint operation of Aging, Health, Human Resources and Planning Departments.



THE DEPARTMENT AND POSITION

The Police Department has an authorized strength of 358 sworn officers with an overall staff strength of approximately 500, including an emergency communications center and fleet maintenance facility. 2020 marked the 150th anniversary of the Lincoln Police Department and its service to the community.

With an operating budget of \$56 million, the department has a culture of proactive community engagement, and a strong record of working with residents to identify and solve community issues. The strength of the organization lies in its community oriented policing philosophy, and established connections to the community.

When compared to cities with populations within 50,000 of Lincoln's, Lincoln's Part 1 Crime is 8% lower and Violent Crime is 32% lower than its peer communities. The women and men of the Lincoln Police Department work diligently to ensure the safety and well-being of residents and enjoy the respect and support of the community they serve.

Website:

<https://www.lincoln.ne.gov/City/Departments/Police>

Transparency Hub:

<https://www.lincoln.ne.gov/City/Departments/Police/About-LPD/Transparency>



IDEAL CANDIDATE

The City of Lincoln is recruiting for the position of Police Chief. This executive leadership position is a remarkable opportunity for a proven law enforcement professional to join a progressive, community-oriented municipality with exciting projects and initiatives planned or underway.

The city is looking for a proven leader who is committed to professional, community-focused, innovative, and transparent policing, the principles and practice of 21st century policing, continuous improvement driven by data, and earning and keeping the public trust. The new Chief of Police is expected to have:

- A clear-eyed and unwavering commitment to further the Lincoln Police Department's work of community engagement.
- Demonstrated competencies in visionary, effective, culturally competent, and strong police leadership.
- Exceptional organizational and management skills, including patience and respect for established processes in the organization, and confidence in the recommendations he or she makes.
- Deep understanding of and commitment to the recommendations contained in the [Final Report of the President's Task Force on 21st Century Policing](#) and [PERF's Guiding Principles on Use of Force](#).
- A demonstrated aptitude for seeking innovative, partnership-driven approaches that improve community health and safety.
- Experience and demonstrated success building strong, productive relationships of trust, mutual understanding, and accountability with other city officials, within the community, among the members of the Police Department, and with local and regional public safety partners.
- A proven commitment to staff development and progressive department-wide training that is consistent with and responsive to the needs of the community, such as de-escalation, fair and impartial policing, trauma-informed practices, adolescent psychology, and procedural justice.

- Excellent internal and external communication skills.
- A demonstrated commitment to diversity, equity and inclusion supported by ongoing professional development, and a successful record of implementing professional development for staff in this area.
- Thorough knowledge of and experience with fair and impartial policing practices and procedural justice tenets are required.
- The ability to inspire confidence and serve as a role model and representative of the police department and the city.
- Strong interpersonal skills, and a demonstrated commitment to being visible, available, and approachable within the department and in the community.
- A genuine commitment to leading an open and transparent police department.
- A willingness to listen and be responsive to ideas generated by City of Lincoln stakeholders, and a commitment to effective communication with the community.
- Extensive experience in budget management and labor relations.
- Knowledge of and experience with data-driven decision-making and evidence-based practices in criminal justice and policing.
- An understanding of and interest in the appropriate role of technology and data-driven solutions to support and enhance the work of the department.
- Curiosity, compassion, and integrity.

CHALLENGES

- Recruiting and retaining a qualified and diverse workforce.
- Responding effectively and creatively to the changing expectations of police.
- Building trust across all segments of the Lincoln community.
- Ensuring that department training, policies and procedures are established and executed to provide the type of public safety service that is responsive to community needs.

EXPERIENCE & EDUCATION

A Bachelor's degree from an accredited college is required; or an equivalent combination of education and experience which provides the candidate with the knowledge, skills and abilities to perform the job may be considered. A Master's degree in police administration, public administration, criminology or related field and extensive experience in police work in a supervisory capacity, and additional specialized leadership education, such as the Senior Management Institute for Police (SMIP) or the FBI National Academy, are desired.

COMPENSATION & BENEFITS

- **\$125,000 – 175,000 DOQ**
- Medical, Dental and Optional Vision Coverage
- Long Term Disability
- 160 Hours Vacation Annually
- Paid Holidays
- Defined Contribution Retirement Plan (6% employer match)
- VEBA Trust Post Employment Health Plan

HOW TO APPLY

Qualified candidates should apply by **Monday, April 26** with cover letter, résumé, and the names and contact information of five (5) references in confidence to: LincolnPC@policeforum.org.

The City of Lincoln is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply.

The Police Executive Research Forum is assisting in the selection process. If you have questions regarding this opportunity, or a recommendation of a colleague, please contact Rebecca Neuburger at rcneuburger@gmail.com or (202)997-6287.