



Chief of Police
Metro Transit
Police Department
Minneapolis, MN



The Metropolitan Council is seeking an accomplished and forward-thinking executive to serve as the next Chief of Police of the Metro Transit Police Department. This is an exceptional opportunity to lead a respected transit police agency and strengthen the future of safety and mutual trust across a region renowned for its growth, diversity, and strong sense of community.



The next Chief will join a mission-driven organization that values collaboration, service, and accountability. This individual will build on the department's current momentum, inspire confidence among both transit employees and transit users, and continue strengthening relationships between the department and the many communities it serves.

About the Twin Cities

The Minneapolis–Saint Paul metropolitan area, home to approximately 3.76 million residents (U.S. Census Bureau 2024) and spanning more than 8,000 square miles across seven counties, stands among the nation's most dynamic and livable regions. Ranked in the Top 10 Best Places to Live in the United States for 2024 by U.S. News & World Report, the Twin Cities are celebrated for their strong economy, vibrant culture, and connected communities. The region combines the energy of a major metropolitan area with the warmth and accessibility of its neighborhoods, creating an environment where residents, workers, and visitors thrive.

Both sports and cultural landmarks help define the spirit of the Twin Cities. The region is home to four major professional teams—the Minnesota Vikings (NFL), the Minnesota Twins (MLB), Minnesota Wild (NHL), and Minnesota United FC (MLS)—playing at world-class venues such as U.S. Bank Stadium and Allianz Field. Cultural institutions such as the Guthrie Theater, the Walker Art Center, and the Minneapolis Institute of Art contribute to the region's vibrancy and sense of pride. Together with its acclaimed dining, entertainment, and outdoor spaces, these destinations are connected by Metro Transit's network of buses and light rail, providing approximately 140,000 rides safely each day. This complex environment calls for a Chief who understands the essential link between public safety, service, and community partnership.

About the Metropolitan Council

The Metropolitan Council, comprising 16 members (each representing a geographic district) and an at-large Chair appointed by the governor, is the policy-making body that guides growth, planning, and essential services for the seven-county Twin Cities metropolitan area. With a unified operating budget of approximately \$1.6 billion, the Council oversees transportation, transit safety, wastewater treatment, community development, regional parks and trails, housing programs, and environmental services in its mission to promote sustainable development and a high quality of life for those who live, work, and spend time in the region. Within this structure, the Chief of Police is appointed by the Regional Administrator and reports to the General Manager of Metro Transit, reflecting the police department's essential role in supporting the Council's vision for safety, connection, and public trust across the region's growing transit network.

About the Metro Transit Police Department

With an annual budget of nearly \$50 million, the Metro Transit Police Department (MTPD) is the dedicated public safety agency for Minnesota's largest transit system, protecting riders, employees, and property across more than 60 communities. The department is staffed with an authorized strength of 171 sworn officers, 80 part-time officers, 55 community service officers, and 40 administrative staff, who ensure that every interaction across the Metro Transit system is safe, professional, and well-supported.



Metro Transit employs a layered public safety model that integrates sworn officers, community service officers, transit rider investment agents, and contracted security personnel, along with strong partnerships with local police and community organizations. This collaborative approach promotes visibility, connection, and service, ensuring that every person who rides or works for Metro Transit feels respected and protected.

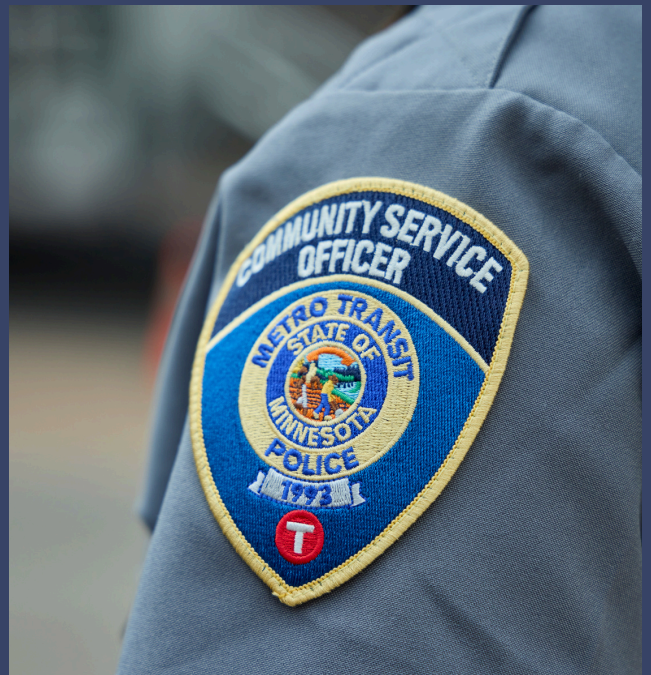
The department's mission is to safeguard the transit community with integrity and professionalism while strengthening public confidence through trusted partnerships. Its core values of honesty, respect, and service are how they fulfill that mission, along with a commitment to employee wellness, authenticity, accountability, and continuous improvement. The next Chief of Police will play a vital role in advancing these priorities and leading a department that serves as a trusted partner in the region.

The Ideal Candidate

The next Chief of Police will be a steady, authentic, and highly communicative leader who inspires trust through transparency, humility, and action. This individual will continue the department's positive momentum, prioritize stability, and strengthen both internal and external relationships.

The ideal candidate will have demonstrated the following:

- Strategic and compassionate leadership with a proven record of strengthening collaboration, communication, and trust across complex organizations
- Skill in implementing evidence-based policing strategies proven to enhance safety, reduce crime, and strengthen trust throughout the community
- Success in developing effective partnerships with other Metro Transit departments and multiple jurisdictions, businesses, and community partners to enhance safety, visibility, and confidence throughout the transit system
- Experience in overseeing the daily operations of a similarly complex police organization, including investigations, patrol operations, business services support, internal affairs & accountability, financial management, and professional standards
- Ability to work with elected officials, Council members, and other stakeholders to build alignment, increase understanding, and advance shared public safety goals
- A commitment to advancing employee wellness, professional development, and inclusion, ensuring members of the department are well-trained and supported
- Experience in designing and implementing innovative and inclusive hiring, retention, and staffing strategies that strengthen diversity, improve morale, and promote long-term commitment across all levels of the department
- Demonstrated success navigating union environments with fairness, communication, and respect
- Knowledge in transit, transportation, or specialized policing, or ability to adapt quickly to the unique operational needs of a regional transit system
- An ability to engage openly with employees, riders, the Council, and the community to share progress and strengthen mutual trust
- Crisis management experience with the ability to lead and communicate effectively during complex and high-pressure situations using a calm demeanor and sound judgment
- Experience in media relations, with the ability to create and shape a positive, forward-looking narrative about safety, service, and partnership



Minimum Qualifications

- Bachelor's degree from an accredited college or university
- Minimum of 10 years of progressively responsible law enforcement experience, including at least three years in a command-level position (Captain or above)
- Successfully passes the Minnesota firearms qualification and successfully meets all medical, physical, background, and psychological requirements
- Eligible for Minnesota Peace Officer Standards and Training (POST) licensure on the date of hire
- Experience working within a unionized environment with multiple collective bargaining units
- Knowledge of related federal, state, and local codes and related statutes, regulations, and ordinances



Preferred Qualifications

- Master's degree in criminal justice, public administration, or related field
- Completion of advanced leadership training such as the FBI National Academy, Southern Police Institute, Northwestern School of Police Staff and Command, PERF's Senior Management Institute for Police, or a comparable leadership program
- Experience leading in a transit, transportation, or regional policing environment that involves multijurisdictional coordination





Compensation and Benefits

The Metropolitan Council offers a competitive compensation package, with a salary range of \$193,000 to \$224,000 commensurate with experience and qualifications. The position also includes participation in the Minnesota Public Employees Retirement Association (PERA). Relocation assistance may be available for the selected candidate.

Application Process

The Police Executive Research Forum (PERF) is assisting the Metropolitan Council with the selection process. For questions about this position, contact Antoinette Tull at antoinette@hurtlellc.com or (804)640-0323 or Rebecca Neuburger at rcneuburger@gmail.com or (202)997-6287.

Qualified candidates may apply in confidence and should send a cover letter, résumé, and a list of five references by December 17, 2025, to mntransitpc@policeforum.org.