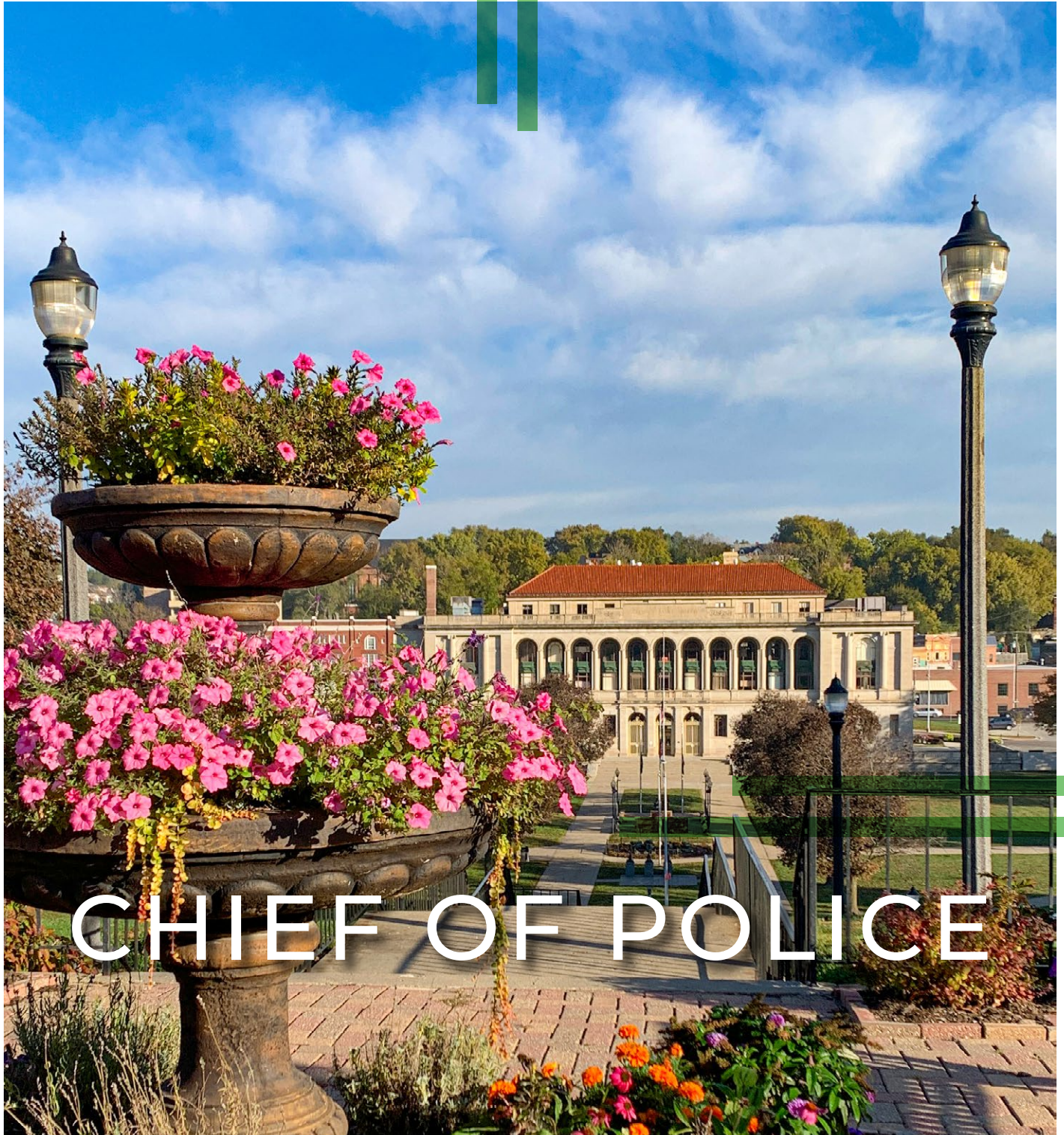
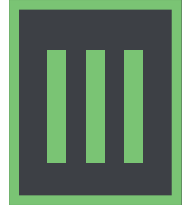


A NATIONAL SEARCH
is underway for a new Chief of Police

ST. JOSEPH, MISSOURI



An aerial photograph of St. Joseph, Missouri, showing a mix of historic and modern architecture. In the foreground, there's a large green lawn with a paved walkway and some trees. To the right, a large, multi-story building with a red-tiled roof and arched windows is prominent. The background shows a dense urban area with various buildings and a clear blue sky.

ST. JOSEPH, MO

THE 01. OPPORTUNITY

City of
St. Joseph
Missouri

A national search is underway to attract an exceptionally well-qualified candidate to serve as Chief of Police for the City of Saint Joseph, Missouri.

With a historical link to “The Pony Express”, Saint Joseph has embraced its identity as “Being made with Uncommon Character” and is made up of people, places and amenities that are bold, curious, and even a little quirky. The city is located on the rolling Missouri River and boasts a sophisticated, progressive and diverse community with a burgeoning music and art scene, a riverfront casino, museums, nature trails, and a downtown that is experiencing a resurgence of food, nightlife, music, and boutique shopping.

The successful candidate will cultivate relationships across city government and throughout the community, build trust, create partnerships, ensure equitable enforcement of laws, and maintain a high level of transparency and accountability. Saint Joseph’s residents look forward to welcoming an accomplished professional who is open to diverse viewpoints, and well prepared to work with all internal and external stakeholders to address public safety concerns.

02. THE CITY

The city of St. Joseph is located north of the Kansas City metropolitan area. The community is less than forty minutes from the Kansas City International Airport, but it functions much more as a rural destination city rather than a Kansas City suburb.

It is the county seat of Buchanan County and the sixth largest city in Missouri with 72,473 people living within 46.5 square miles. This unique community is famous for its historical link to the Pony Express and Jesse James and for its many fine museums and parks.

St. Joseph is rich in urban resources including exquisite historic architecture, a continuous 26-mile parkway system with picturesque landscapes, vast wooded areas, hike and bike trails, a newly developed and lauded river bluff mountain biking park and family-oriented parks.

These long-time assets, along with St. Joseph's riverboat casino, a strong parks system, modern amenities, and status as a regional destination,

increase the importance of tourism as one of the City's major new growth industries.

There are several new amenities such as the St. Joseph Aquatic Park, the Remington Nature Center and the Heritage Softball Complex which is considered one of the best in the nation. St. Joseph's educational opportunities are many including a four-year state university, developing access to a two-year private community college and a post-secondary vocational-technical school.

With its proximity to the Kansas City Metropolitan Area and Kansas City International Airport, its relatively low cost of living and its low crime rate, St. Joseph is an attractive location for families and businesses.





03^{CITY} GOVERNMENT

The City of St. Joseph was incorporated as a village in 1851. The current City Charter became effective April 19, 1982, and provides for a “Council-Manager” government.

Accordingly, a City Manager is appointed by the City Council and serves for an indefinite period as the City’s chief administrative officer. The Charter also provides for the appointment of a City Clerk by the City Council and the election of a Municipal Court Judge by the citizens. The City Charter provides for a District Council system consisting of nine members including a mayor and four council members nominated and elected at-large, and four council members elected by district. Council members serve concurrent four-year terms and are elected on a non-partisan basis.

St. Joseph is a full-service government with FY 2023 operating budget of \$138.5 million and a \$75 million capital improvement budget. The City’s 648 employees who work in one of several departments and provide the full range of services, including police and fire protection, public works services, parks and other recreational facilities, public health, street maintenance and general administrative services. The City also operates Rosecrans Memorial Airport, public parking garages, a wastewater treatment plant, municipal golf course, mass transit system, and a City landfill, all of which are accounted for in the financial statements as business-type funds.

THE POLICE DEPARTMENT 04.

With a budget of \$23.5 million, the St. Joseph Police Department (SJPD) is a law enforcement agency with an authorized force of 138 sworn officers and 44 full time and 5 part-time civilian support personnel. Officers patrol 46.5 square miles, broken down into nine patrol districts, and answer on average over 76,000 calls for service per year.

The SJPD is comprised of four Divisions, each led by the Chief of Police or a Police Commander.

- The **Administration Division** includes the Office of the Chief of Police and provides direction and support for activities necessary for the efficient functioning of command and operational elements of the SJPD. The staff coordinates technological improvements for the department, conducts management research services, investigates allegations of police misconduct, manages budgeting and purchasing activities, and conducts policy and compliance inspections.





- The **Patrol Division** is the largest division and a 24-hour operation staffed by commissioned officers. The division consists of the K-9 Unit, Field Training Program, School Resource Officers, Traffic Unit, Special Event Coordination, Warrants Unit, Court Services Officer, Public Information Officer, Special Response Team, and the LGBTQ Liaison.
- The **Detective Division** is tasked with responsibility for follow-up investigations on all major crimes and other criminal activity. The division is comprised of several different units that collectively perform investigative functions across a wide range of police-related matters including Crime Scene Investigations, Electronic Crimes, Family Crimes, Financial Crimes, and Street Crimes.
- The **Support Services Division**, comprised mainly of civilian staff, is responsible for a variety of functions integral to the department's ability to complete its mission. The division includes an Armorer, Booking Officers, the Chaplain Corp, Evidence, the Communications Center, Crime Analysis, Crime Prevention, Fleet Maintenance, Grants Coordinator, Police Records, Police Training, Teleserve and volunteer opportunities.

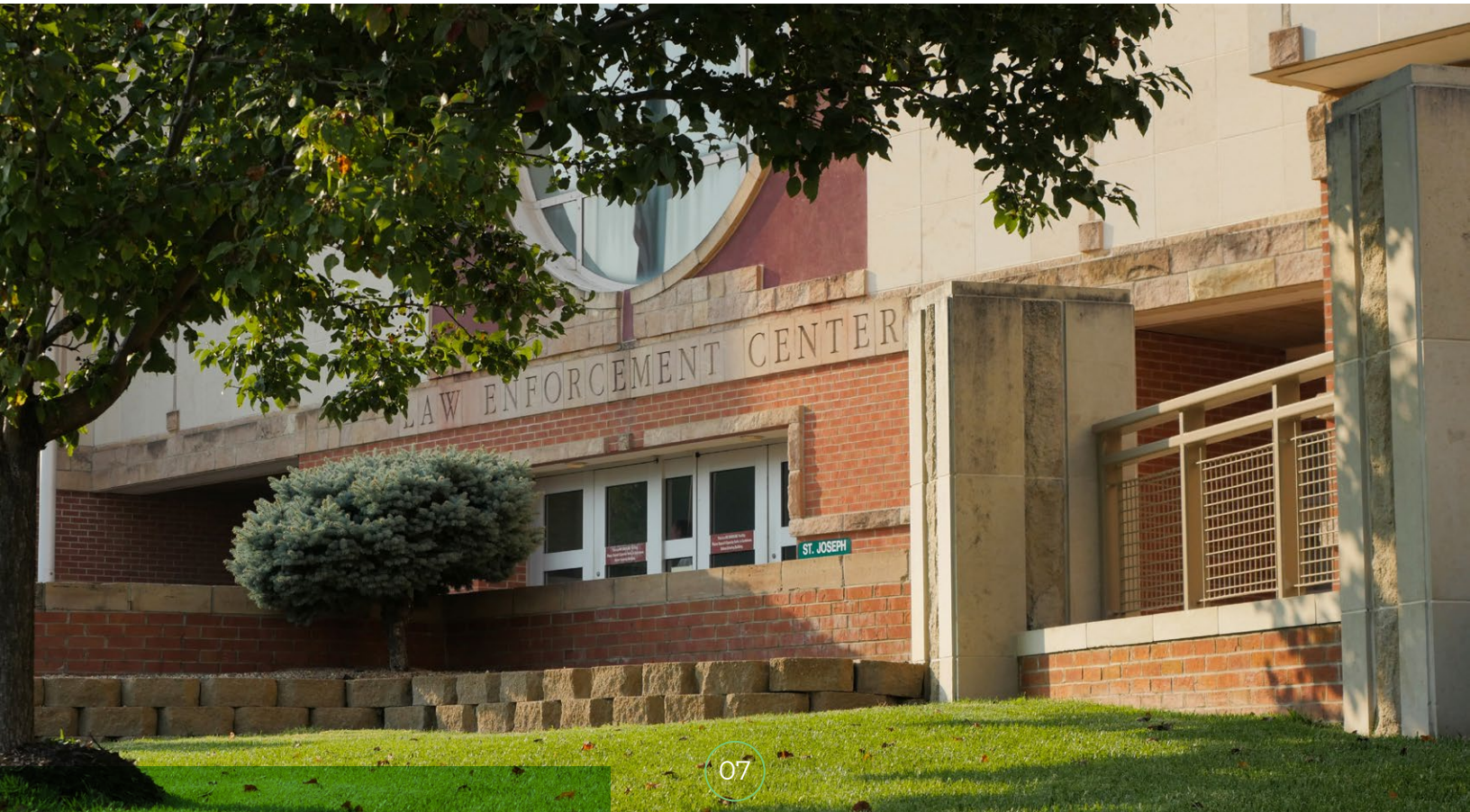


05 IDEAL CANDIDATE

The chief of police must be an experienced law enforcement executive who instills confidence and earns the trust of both commissioned and civilian employees of the SJPD and from the community at large.

The chief will have an exceptional career history implementing modern policing strategies and a stellar reputation for being open-minded, respectful of different viewpoints, collaborative, and forward-thinking, while also possessing the courage to confront modern-day police challenges with humility, diplomacy and grace.

The chief will be expected to stand out front as the face of the Department, to unite all relevant stakeholders to quickly identify public safety issues, develop solutions, and implement changes collaboratively with the officers, police leadership, community stakeholders, other city department heads, police partners, and both the police and communications unions.



The chief will prioritize collaboration across government agencies, non-government organizations, the business community, faith leaders and other community organizations to deliver integrated public safety services. The chief will build trust and confidence inside and outside of the Department by delivering robust officer wellness and youth intervention programs, actively participating in community events, and deploying policing strategies that promote continuous engagement with the community at all levels of the organization. He or she will set clear goals and strategic objectives for SJPD to reduce violent crime and property crime and enhance traffic and school safety. The chief will also maintain high standards for both transparency and procedural justice both inside and outside of the Department, understanding that transparency, openness, and fairness are the foundations of building trust and legitimacy.

The next chief will be a skilled communicator capable of delivering complex and often politically sensitive messages to diverse audiences. The top candidate will be an individual with high integrity and ethics, who leads by example, is patient, thoughtful, respectful, and honest. The chief of police will also be a good listener, promote diversity, equity and inclusion, demand excellence, and hold everyone including himself/herself accountable for delivering fair, impartial, empathetic, compassionate, and state-of-the-art policing services to the community, and ensure this philosophy is embodied at all levels of the Department, from the rank and file to his/her command staff.



06 EDUCATION, EXPERIENCE & SPECIAL REQUIREMENTS

EDUCATION

Bachelor's degree with coursework in public administration, criminal justice, or related field and/or extensive experience in law enforcement administration and operations management, or equivalent combination of education and experience is required. A graduate degree is desirable. Graduation from the FBI National Academy, PERF's Senior Management Institute for Police, Southern Police Institute's Command Officers Development Course and/or Administrative Officers Course, Northwestern Center for Public Safety Police Staff and Command School, or Police Executive Leadership College is preferred. While the City of St. Joseph reserves the right to utilize equivalencies when deemed appropriate, the following experience is preferred:

EXPERIENCE

Ten (10) years of experience as a police officer, at least four (4) years of which must be in management at the rank of Police Lieutenant, Commander, Captain or equivalent. The most competitive candidates will have served in senior executive assignments with experience in strategic planning, community policing, recruitment and retention.

- Experience with union negotiations, training and internal affairs is preferred.
- Experience in a similar-size or larger-sized department is a plus.
- Candidates must have a demonstrated track record of working effectively in an urban environment with a culturally and professionally diverse community.
- Experience should also include developing and implementing strategies that have led to comprehensive organizational improvements, accountability, procedural justice, crime reduction, and police reform.
- Candidates must have demonstrated experience working with other governmental departments to achieve community objectives.



SPECIAL REQUIREMENTS

- Obtain Peace Officer Basic Training Academy Certificate approved by the Missouri Safety Center, in accordance with Peace Officer Standards and Training (POST) within one year of hire
- May require possession of, or ability to obtain, specific licenses and/or certifications depending on departmental assignment
- Must meet and maintain all training and education requirements for the position



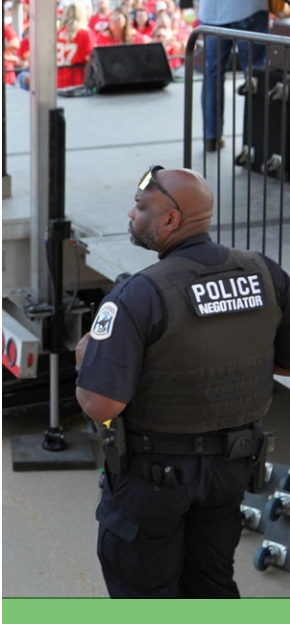
COMPENSATION AND BENEFITS

This position will have a competitive salary that is augmented by excellent benefits. Starting salary will be based on qualifications and accomplishments. Further details on compensation and benefits may be obtained through Public Sector Search & Consulting, Inc.



NOMINATION AND APPLICATION PROCEDURES

07.



APPLY TODAY!

This is a confidential process. Candidates are strongly encouraged to apply by March 24, 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 St. Joseph's hiring process will follow. Ideally, the new chief of police will join the city in May 2023 or 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.

Office: 916.789.9990

www.publicsectorsearch.com

Joseph J. Lestrangle, PhD, (Division Chief, Ret.), Senior Consultant

347.992.8750 (mobile)

joseph@publicsectorsearch.com

or

Mr. Gary Peterson, Chief of Police (Ret.) - President/CEO

916.622.5323 (mobile)

gary@publicsectorsearch.com

An aerial photograph of a park featuring a winding lake, dense green trees, and a large outdoor amphitheater with tiered seating. The title text is overlaid on the left side of the image.

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