



SAINT PAUL MINNESOTA



CHIEF OF POLICE
2022 POSITION POSTING

stpaul.gov/police-chief-position



THE CITY OF SAINT PAUL

MINNESOTA'S CAPITAL CITY

Minnesota's capital city is home to a 21st century global community where we engage in ensuring all of us experience Saint Paul as a place of belonging for people to live, work, play, and thrive. We are a community that has stepped up time and time again amid the many challenges we've faced to ensure our city remains safe, welcoming and inclusive. Just as our community has engaged in finding new ways to care for one another, we have continued to double down on our investments in Saint Paul's families, Saint Paul's workers, and Saint Paul's entrepreneurs to ensure that no one is left behind. As we continue moving forward together, we invite everyone to join us in our safe, welcoming and inclusive city.



Saint Paul is an incredible city for visitors who come from across the globe and for our residents who call Saint Paul home. We continue welcoming people back to the vibrant attractions, entertainment, and nightlife in our downtown, and encourage everyone to explore the vast array of diverse local businesses in neighborhoods across our city. We have an invested and diverse community of business leaders and Fortune 500 companies alike, including incredible partners like Ecolab, Securian, and the innovative startups at Osborn370 who continue to drive jobs downtown.

We raised our minimum wage to support our workers, started a college savings account program to place every child born in Saint Paul on the pathway to college, and launched a guaranteed income pilot to unlock a world of potential for families. We continue to invest in affordable and deeply affordable housing to ensure everyone in our city can secure stable, accessible and fair housing at all ends of the housing continuum.

We developed our Climate Action and Resilience Plan to ensure our city is prepared to adapt to the impacts of climate change and ensure we are building a sustainable future for our children and grandchildren. We continue to invest in our comprehensive, coordinated, and data-driven Community-First Public Safety framework coupled with balanced investments in policing. We are a community that has launched our Office of Neighborhood Safety because we know our officers alone can't solve all of the challenges exacerbated by the global pandemic.



Our community has a long tradition of welcoming people from across the world and our diversity is one of our greatest strengths. Our first large groups of immigrants came from European countries including Norway, Sweden, Ireland, and Germany. Today, we welcome people from across the globe including Central and South America, Southeast Asia, East Africa and South Asia. Nearly 20% of our residents are first-generation immigrants. Over 100 languages are spoken in our city with 30% of our residents speaking more than one language.

OUR COMMUNITY HAS SOMETHING FOR EVERYONE

Saint Paul has something for everyone no matter what the season. Our incredible sports teams like the Minnesota Wild and the Minnesota Whitecaps support our tradition of hockey in Minnesota at our world-class Xcel Energy Center. Our Saint Paul Saints baseball team welcomes fans to our incredible CHS Field in downtown.



Anchored by the world-class Allianz Field, our Minnesota United FC soccer team invites fans from across our state and region, just as the stadium continues to drive and transform development in our Midway neighborhood.

We have incredible venues like the RiverCentre, Ordway, and the Palace Theatre, alongside attractions like the Science Museum of Minnesota and Children’s Museum. We have world class parks that offer activities year-round for families to enjoy outdoor recreation and other enriching activities.



As a community where over 100 languages are spoken in our schools, our cultural destination areas reflect the rich diversity of our community. Residents and visitors alike can experience the dazzling lights, sights, and sounds of Mekong and the endless flavors of University Avenue. Frogtown and Rondo offer spaces of reflection like the Rondo Commemorative Plaza, an afternoon of food and music at Rondo Days or the Selby Avenue Jazz Fest, and a warm conversation at Golden Thyme Coffee or Heritage Tea House.

As a community, we share a commitment to making sure the work we do at the local level reflects our shared values to address the needs we all have today, while building for our future. We invite everyone to join us in this work, because our community knows we all do better when we all do better.

OUR GROWING COMMUNITY

Saint Paul is Minnesota's capital city, and the 2nd largest city in our State with more shoreline on the Mississippi River than any other city.

From 2010 to 2020, the population of Saint Paul increased 9.3%, growing by over 26,400 people in the span of a decade and totaling 311,527, close to surpassing its former peak of 313,411 people in 1960. Even as the city lost a substantial number of residents between the 1970s and 1980s, the number of households has risen consistently through the decades.



Since 2010, Saint Paul's population has diversified faster than average among our peers. Our city's overall population growth has been driven by people of color over the last decade. About 34,000 more people of color call Saint Paul home in 2020 than in 2010, and we are now a majority city of color.



**The City of Saint Paul is seeking a
Chief of Police
to lead our
Saint Paul Police Department**



ABOUT OUR SAINT PAUL POLICE DEPARTMENT

The Saint Paul Police Department promotes safe and healthy neighborhoods in Minnesota's capital city, employing approximately 800 people, including an authorized sworn strength of 619 sworn officers who respond to nearly 300,000 calls for service and investigate about 13,000 Part I crimes each year.

SPPD is committed to providing "Trusted Service with Respect" - everyday, without exception. The department is focused serving as an outstanding agency and community partner through engaging with employees and the diverse communities we serve. The Department remains committed to quality training, high standards, accountability, and achievement.

CHIEF OF POLICE POSITION

The new Chief will provide strategic leadership and management for the City of Saint Paul Police Department to include highly-responsible planning and administrative work in the direction of all activities of the Police Department. They will serve as a professional liaison between the Police Department, other City departments, the City Council, and local, state, and federal law enforcement agencies, as well as serving as the chief spokesperson for the department, communicating with the general public and community representatives.

The Chief is responsible for an annual operating budget of approximately \$128 million with a staffing complement of 763 full time equivalencies (FTEs). Additional information available through the following links: [2022 City Operating Budget](#), [2022 Police Department Budget](#), [Police Department information](#)

EDUCATION & EXPERIENCE REQUIREMENTS

Bachelor's degree in Criminal Justice, Police Science, Public Administration, Management, Business Administration or a related discipline is required. A Master's degree is preferred. Advanced police training such as the FBI National Academy, Northwestern Command, Southern Police Institute and Staff Course or equivalent training is preferred. Required to possess at least four (4) years of administrative level experience as a Chief, Assistant Chief, Deputy Chief, or the equivalent rank of a Saint Paul Police Commander, which must include supervision and leadership of sworn law enforcement personnel in a metropolitan area with at least 200,000 residents receiving direct service from that agency.

Must have a proven record of success working in a racially diverse community and developing strong labor-management collaboration. Must demonstrate commitment to increasing diversity in the department. Strong administrative, financial, operational, and organizational development skills are important with demonstrated skills in leadership, communication, innovation, community relations and cultural competency. Must possess and maintain a valid driver's license. 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.

COMPENSATION

Starting salary is negotiable based on experience and qualifications. The salary range for this position is \$131,788.80 - \$180,398.40. The City of Saint Paul benefits package includes:

- Medical Insurance – Premium fully paid for employee, significant contribution for family coverage
- Dental Insurance – Available at a cost
- Life Insurance – Premium fully paid for employee, coverage equaling 1½ times annual salary
- Short and Long-Term Disability insurance – Premium fully paid for individual employees
- Pension – City contribution to MN Public Employee Retirement Association
- Deferred Compensation – (similar to a 401k) with employer match
- Vacation - Accrued at 17 – 29 days per year, based on years of service

RELOCATION POLICY

An appointing officer, with approval from the Human Resources Director, may enter into an agreement with the appointee or employee for relocation expenses if the appointee/employee incurs a move of over 200 miles as a result of the change of employment.

ABOUT THE CITY OF SAINT PAUL GOVERNMENT

The City Charter provides for a municipal corporation governed by an elected chief executive, the Mayor, and an elected legislative body, the City Council. The form of government is commonly referred to as “strong Mayor-Council”. Elections are held in November of odd-numbered years, with a four-year term for the Mayor and four-year terms for Council members. Each of the seven Council members is elected from a separate ward. The seven wards are approximately equal in population.

The Mayor recommends appointments for department/office directors and members of boards and commissions for Council approval and is responsible for the direction and control of departments and offices. The Mayor recommends policies and budgets to the City Council. The Mayor exercises all powers and performs all executive duties given by the City charter, City ordinances and state laws. The Mayor has the authority to veto Council actions. The Council can override the Mayor’s veto with a minimum of five votes.



Mayor Melvin Carter is the 46th mayor of the City of Saint Paul. First elected in 2017, his 2nd term began on January 1, 2022. A fourth-generation Saint Paul resident, his accomplishments include raising the city’s minimum wage, eliminating late fines in public libraries, expanding immigrant and refugee support resources, and establishing an Office of Financial Empowerment which has included the launch of a college savings account program for every child born in Saint Paul, and a guaranteed income pilot program.

Informed by the engagement of thousands of Saint Paul residents, the Mayor’s Community-First Public Safety framework has led to the most comprehensive, coordinated and data-driven approach to public safety the City has ever endeavored. Last year the Mayor convened a 48-member Community-First Public Safety Commission, and this year established and launched Saint Paul’s new Office of Neighborhood Safety.

Passionate about helping others engage in civic processes, Mayor Carter has trained progressive activists and candidates in over 30 states. Prior to his election in 2017, Mayor Carter served as a Saint Paul City Council Member, Founding Board Chair of the Saint Paul Promise Neighborhood, Director of the Minnesota Office of Early Learning; and Executive Director of the Minnesota Children’s Cabinet. A proud graduate of the Saint Paul public schools, Mayor Carter holds a bachelor’s degree in business administration from Florida A&M University, and a Master of Public Policy from the Humphrey School of Public Affairs at the University of Minnesota. He resides in Saint Paul with his wife, Dr. Sakeena Futrell-Carter, and their children.

The **City Council** is the legislative body, setting policies by enacting ordinances and resolutions. It can monitor and maintain liaisons with community groups to assure adequate resident participation. The Council analyzes, adopts and monitors the City budget. Council members prepare and promote the City’s legislative program. They serve on boards and commissions of certain intergovernmental agencies.

CHIEF OF POLICE HIRING PROCESS

As designated by City Charter, the City Council has selected members for a Saint Paul Chief of Police Examining Committee who will be responsible for reviewing applications for the Chief of Police position, conducting interviews, leading community engagement, and ultimately recommending five candidates to the Mayor. The Mayor is then responsible for appointing a Chief of Police for a 6-year term.

By City Charter, the Chief of Police is accountable to the Mayor and subject to the Mayor’s supervision and control, administers the department’s affairs. The Police Chief has general authority and control over all departmental staff and oversees the proper fulfillment of all tasks and duties assigned to the department, including the power to prescribe such rules and regulations as deemed necessary or expedient for the proper operation of the department. The Chief also has the power and duty to take all personnel actions, including hiring, assigning, and reassigning employees, including supervisory personnel.



Saint Paul City Council (L to R): Councilmember Rebecca Noecker, Ward 2; Councilmember Mitra Jalali, Ward 4; Councilmember Chris Tolbert, Ward 3; Council President Amy Brendmoen, Ward 5; Councilmember Nelsie Yang, Ward 6; Councilmember Dai Thao, Ward 1; Councilmember Jane Prince, Ward 7.



SAINT PAUL MINNESOTA

SAINT PAUL POLICE DEPARTMENT CHIEF OF POLICE POSITION POSTING

Closing date: Friday, August 5, 2022, at 4:30 p.m. CST

The City of Saint Paul has retained AB Strategic Security Group to assist in filling this position.

Individuals interested in applying for this position should send a cover letter, resume, 5 personal references, and salary expectation as a single PDF to Jesus "Eddie" Campa at jec@abstrategicgroup.com no later than Friday, August 5 at 4:30 pm. CST. For questions, please contact AB Strategic Security Group:

CEO Jesus "Eddie" Campa
AB Strategic Security Group
(915)-243-1412 ext. 3

or

COO Julia Shenkman
AB Strategic Security Group
(915)-243-1412, ext. 5

Information also available at:
stpaul.gov/police-chief-position

The City of Saint Paul is an equal opportunity/affirmative action employer. Veterans, women, persons of color, members of the LGBTQ community, and individuals with disabilities are strongly encouraged to apply.