


CITY OF SAINT PAUL
invites applications for the position of

Chief of Police

www.stpaul.gov/jobs



OPENING DATE: 06/23/22

CLOSING DATE: 08/05/22 at 04:30 PM

SALARY: \$131,788.80 - \$180,398.40 Annually

JOB TYPE: Full Time

DEPARTMENT: Police

VACANCIES: 1

GENERAL DUTY STATEMENT:

The City of Saint Paul is seeking a strong leader to provide strategic leadership and management of the Saint Paul Police Department. Please review the [position profile](#) for more information.

Our Community

The City of Saint Paul is Minnesota's capital city and the 2nd largest city in our state with a population of more than 300,000. We are home to a diverse group of residents who speak over 125 languages and dialects. We have more than 170 parks and open spaces, and more shoreline on the Mississippi River than any other city. We are at an exciting time in our history: our population has increased by 24,000 people over the past decade, and across our city, we are experiencing growth and change. This presents an enormous opportunity for the future of our city, but also requires that we work to ensure everyone in our community can participate in the benefits of Saint Paul's growing prosperity. That is why we are committed to ensuring our public services and our entire city works for all of us.

Our City Government

The City of Saint Paul was incorporated in 1845. Our Charter provides for a strong-mayor form of government. The Mayor is the chief executive officer of the City and serves a four-year term. The seven members of our part-time City Council are elected by ward. Saint Paul's 2021 operating, capital and debt service budgets total just over \$703 million.

We offer a wide array of career paths including more than 600 job classifications among 16 operating departments and have nearly 3,000 employees. We are a leader in promoting inclusion and equity, and we value a workforce that reflects the rich diversity of our community. We offer competitive pay and benefits packages, and generous leave programs. Join us as we work together in building a city that works for all of us.

About the Saint Paul Police Department

The Saint Paul Police Department (SPPD) promotes safe and healthy neighborhoods in Minnesota's capital city. The Department employs approximately 800 people, including 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 on being an outstanding police agency providing trusted service with respect in all that we do. We seek to become an outstanding agency and community partner through engaging with our employees and the diverse communities that we serve. We are committed to quality training, high professional standards, accountability, and achievement.

This 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. Serve as a professional liaison between the Police Department, other City departments, the City Council, and local, state, and federal law enforcement agencies. Serve as the chief spokesperson for the department, communicating with the general public and community representatives. The new Chief is an outstanding listener, quick learner, excellent communicator and relationship builder, and will ensure that the Department's culture remains a vibrant and open place to work.

The Chief is responsible for an annual operating budget of approximately \$128 million with a staffing complement of 763 full time equivalencies (FTEs).

See the following links for additional information:

- [2022 Saint Paul Police Department Proposed Budget](#)
- [2022 City Proposed Budget](#)
- [Saint Paul Police Department](#)

For more detailed information, see the [Chief of Police advisory job description](#).

The Ideal Candidate

The ideal candidate should possess knowledge and skill in:

- Providing strategic direction
- Navigating the political landscape among the Mayor, City Council, city administration, community organizations, and legislature
- Communicating with private groups, agencies, and the general public
- Maintaining an inclusive work environment
- Utilizing cultural competencies
- Overseeing department programming, public administration, and departmental personnel and budget administration

Equity and Inclusion

The City of Saint Paul's mission is to integrate equity and inclusion into how we approach all our work. Our vision is to be committed to building an equitable and inclusive city that will shift culture in city processes and policies, eliminate structural inequities, and ensure timely and relevant access to services, resources, support, and opportunity to every person in Saint Paul.

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.

BY CLOSING DATE, YOU MUST:

The City of Saint Paul has retained AB Strategic Security Group to assist in filling this position. Interested parties should email Jesus "Eddie" Campa at jec@abstrategicgroup.com a resume, cover letter, (5) personal references, and salary expectation as a single pdf document.

SELECTION PROCESS INFORMATION:

This posting is open to anyone who meets the position requirements. This is an unclassified position, therefore, is not governed by City Service Rules.

Final Selection Process: An examining committee panel comprised of community members, policy experts, civic leaders, and other stakeholders will conduct an initial interview of candidates for this position. Once the community review panel completes the interview process, their feedback will be submitted to Mayor Carter who will conduct a final interview and selection.

Compensation and Benefits: The salary range is up to \$180,398 with starting salary dependent upon experience and qualifications.

In addition, the salary is supplemented by Saint Paul's outstanding benefits package:

- Pension - City contribution to MN Public Employee Retirement Association.
- Vacation - Vacation time is accrued at a minimum of 17 days per year.
- Other Leave - Employees receive eleven paid holidays and six personal leave days every year.
- Deferred Compensation - \$2,000 minimum employer match available (match may vary).
- Medical Insurance - Single medical coverage fully paid for by employer; significant City contribution for family coverage.
- Dental Insurance - Preventive dental coverage is provided. Optional dental is available at cost.
- Short-Term and Long-Term Disability are provided.
- Life Insurance - Saint Paul pays for 100% of premium cost for an amount of coverage equaling one and one-half times the employee's annual salary.

Condition of Employment: This position will require proof of vaccination and an attestation of vaccination for COVID-19. This position also requires a background check which may include criminal history, employment history, credit check, and proof of education as a condition of employment. The City of Saint Paul encourages individuals to apply for positions regardless of criminal history.

Veteran's Preference: If you are a veteran and would like to receive Veteran's preference in accordance with MN Statute 197.455, you must submit a photocopy of your DD214 preferably at time of application. [Click here for more information.](#)

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.

Applicant Data Practices Advisory: According to Minn. Stat. § 13.04, the City must advise you of the following:

CERTIFICATION AND AUTHORIZATION

I certify that I am who I have represented myself to be in the application. I understand that giving false information, including voluntary information, or omitting required information could result in rejection of my application or dismissal if I am hired. I authorize the City of Saint Paul to verify all the information provided herein. I authorize the City of Saint Paul to make inquiries of all my past and current employers (unless otherwise indicated), educational institutions, and references. I authorize these individuals and entities to respond to verbal and written inquiries from the City of Saint Paul regarding my past employment, verification of my educational background, my performance and my personal character. I hereby release the City of Saint Paul and all such persons and entities providing information from any liability and damages incurred as a result of

furnishing this information. If hired, the City of Saint Paul requires at the time of employment verification of identity and employment eligibility.

YOUR RIGHTS AS A SUBJECT OF DATA

I understand the information I supplied on this employment application will be used to assess my qualifications for the position, to identify me in the City employment files; and to contact me.

I understand the following information will be considered private data pursuant to the Minnesota Government Data Practices Act: my name, home/work/email address, home phone number, social security number, gender, racial/ethnic group and disability status. If I am certified as eligible for an employment vacancy, I understand my name, education, training and previous work experience will become public data.

I understand furnishing my social security number, gender, racial/ethnic and disability data is voluntary, but refusal to supply other requested information will mean my application may not be considered. I understand race and gender data are used in summary form to monitor protected class employment.

I understand that if subsequently hired, the data I provided will become part of my employee record.

I understand private data is available only to me and other persons who have a bona fide need for the data including Human Resources, Department City staff, and outside Consultants contracted with the City to review your education and experience for determining minimum qualifications, conduct and evaluate assessments, and interview candidates for a position. Public data is available to anyone requesting it and consists of all data not designated in this notice as private.

An Affirmative Action Equal Opportunity Employer

SUBMIT APPLICATIONS AND ADDITIONAL MATERIALS ONLINE:
www.stpaul.gov/jobs

Exam Number# 22-UNCL-99999
CHIEF OF POLICE
LS

Office of Human Resources: 651-266-6500
