

**THE CITY OF
SAINT PAUL**

POLICE CHIEF

POSITION PROFILE



THE COMMUNITY WE SERVE

Life in Saint Paul flows deep with tradition, wide with talent and diversity, and strong with economic and cultural vitality. Saint Paul is a City of neighborhoods. Like a network of urban villages, our neighborhoods are strong and stable, each with its own fascinating texture of historic interest, cultural landmarks, ethnic heritage and time-honored traditions. This is why people lucky enough to live here feel a remarkable sense of belonging, a sense of place.

Our commitment to not only preserving, but growing this sense of the urban village is exemplified by our continuing development of Downtown. Now one of our most desirable neighborhoods, the City's core is thriving, not just as a place to work, but as a place to live, learn and spend leisure time. We have reclaimed our riverfront, which now pulses with the energy of both concerts and commerce.

Saint Paul has a thriving commercial center and is home to Fortune 500 company headquarters, large regional enterprises and countless small businesses and professional firms.

Just as clearly as we are the seat of government for Minnesota, Saint Paul is undoubtedly the state's historical and cultural heart. This is not just a source of great pride for those of us who live here, but it also gives Saint Paul the unique stature of belonging to every resident of the state. We recognize and welcome that responsibility.

Saint Paul is the home to the National Hockey League's Minnesota Wild and the nationally renowned Ordway and Penumbra Theatres. Its family-friendly downtown offers the Science Museum of Minnesota, Children's Museum and CHS Stadium, home of the St. Paul Saints Baseball team. In 2017, we will open a new soccer stadium which will be home to Minnesota United FC. Twelve colleges and

universities complement high quality public and private elementary and secondary schools. Art galleries flourish both in Lowertown and in neighborhoods throughout the city. A community-wide preservation ethic has ensured that significant buildings, views and public spaces continue to inspire those who live here.

Saint Paul was incorporated in 1854. The 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 the part-time City Council are elected by ward.

Saint Paul's 2016 operating, capital and debt service budgets total just over \$665 million. This number includes the Saint Paul Library Agency and Saint Paul Regional Water Services (SPRWS). Total FTEs for the three entities equal 3,177.

The Saint Paul Police Department strives to contribute to Saint Paul's vitality and prosperity by promoting safety and security with technical excellence, leadership and comprehensive professionalism. We seek to become an outstanding employer and partner engaged with our employees and the diverse communities that we serve. We are committed to quality training, high professional standards, accountability and achievement. We are focused on strengthening partnerships to address the causes and outcomes of crimes in order to continue to be a strong asset to the city and a leader among law enforcement agencies nationwide.

The City is committed to bringing racial equity into all aspects of our work, examining personal and organizational systems, patterns of behavior and underlying attitudes and beliefs that support inequity. Our vision is to be a city where race does not predetermine opportunities in education, employment, housing, health and safety. The Police Chief will be a champion for racial equity and will work closely with the department's leadership to enact sustainable change identified in the SPPD Racial Equity work plan.

The Department staff includes 615 sworn officers and 157 civilian personnel. The operating budget is approximately \$109 million annually. The Chief of Police is selected by the Mayor and confirmed by the City Council. The Chief works under the administrative direction of the Mayor. The incumbent serves a six-year term, the conditions of which are set forth in Section 12.12.4. of the City Charter.

For more information on SPPD, please go to the City's website at: <https://www.stpaul.gov/departments/police>



CITY GOVERNMENT

Our Mission:

To promote safe and healthy neighborhoods through strong, professional partnerships with those we serve in our diverse community.

THE SAINT PAUL POLICE DEPARTMENT



Saint Paul is looking for a talented professional. While the expectations are high, and the demands will be significant, our new Police Chief will be joining a team of professionals that is excited about the future and looking forward to building on the momentum in Saint Paul while meeting the challenges that lie ahead.

In evaluating candidates for Police Chief, the Selection Committee, Mayor and City Council will be looking for numerous professional and personal attributes including:

- Integrity, confidence, and approachability;
- Experience as a bold leader, seasoned administrator, and effective manager with the ability to inspire the confidence and trust of the Saint Paul Police Department's officers and staff, City officials, and Saint Paul's community members;
- A demonstrated personal commitment to engaging a diversity of community members and forming relationships with all groups based on understanding and compassion and the ability to lead and inspire the officers of the Saint Paul Police Department (SPPD) to do the same by treating all people with dignity, civility, and respect;
- A track record of upholding high performance standards and morale by using best practices, enforcing accountability, encouraging professional development, and promoting a positive, transparent environment;
- A demonstrated commitment to and enthusiasm for including minority and other disenfranchised communities through open, honest dialogue and being visible and engaged in these communities;
- Ability to communicate effectively with all people from Saint Paul's diverse communities, the Department, and the criminal justice system in a collaborative and proactive manner;
- Commitment to increasing diversity within the Department's workforce;
- Ability to represent the best interests of both the Department and the City among Federal, State, County and Municipal partners;
- An effective advocate for the Department while balancing the needs of various stakeholder groups;
- Strong communication skills and experience working with members of the media;
- Demonstrated ability to form effective, positive relationships with labor organization members and leadership;
- Experience in being a good steward of public dollars with a background in balanced department budgets;
- Well-informed regarding key issues in 21st century urban policing and committed to remaining up-to-date on trends, research, and technology relating to urban policing and public safety;
- Ability to form public/private partnerships to secure funding and support for new policing endeavors.
- Understanding SPPD's role as part of the overall health of Saint Paul by striving for low crime rates, peaceful neighborhoods and roads safe for pedestrians, bikes and cars as a means to making Saint Paul the most livable city in America;

A 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 FBI National Academy, Northwestern Command, Southern Police Institute and Staff Course or similar schools is desirable.

Six (6) 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 of sworn police personnel in an organization with at least 500 sworn officers. Must have experience working in urban policing and strategic service delivery.

Strong innovative, administrative, financial, operational and organizational development skills are important with demonstrated skills in leadership, communication, community relations and cultural competency. Must have a proven record of success working in a racially diverse community, increasing diversity in the department and developing labor-management collaboration.

Must possess and maintain a valid driver's license. Must be licensed or eligible for licensure as a Peace Officer in the State of Minnesota and maintain licensure.

THE IDEAL CANDIDATE



EDUCATION AND EXPERIENCE

COMPENSATION AND BENEFITS

THE PROCESS

APPLICATION QUESTIONS

To find out why
Saint Paul is a
great city to live, work
and play, go to:

www.stpaul.gov and
www.visitsaintpaul.com

The 2016 salary range goes up to \$160,600, with starting salary dependent upon experience and qualifications. In addition, the salary is supplemented by Saint Paul's outstanding benefits package:

Medical Insurance—Medical coverage is fully paid for employee; 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 provided.

Life Insurance—Saint Paul pays for 100% of premium cost for an amount of coverage equaling one and one-half (1.5) times the employee's annual salary.

Pension—City contribution to MN Public Employees Retirement Association.

Vacation—Vacation time is accrued from 22 to 29 days per year, depending on experience.

Other Leave—Ten paid holidays and six personal leave days every year.

Deferred Compensation—\$2,900 to \$3,380 annual employer match.

To be considered for this exceptional career opportunity, please submit a cover letter, resume, current salary information, and answers to the questions below to:

Sandy Kimbrough, Office of Human Resources
25 W. 4th Street, Room 200
St. Paul, MN 55102
HR fax: (651) 266-6490
Email: sandy.kimbrough@ci.stpaul.mn.us
Phone: (651) 266-6510

Please ensure your resume describes your work experience in the various law enforcement assignments and titles you've held (e.g. patrol, investigations, etc.) and include the number and levels of employees supervised.

Application deadline is February 17, 2016. Initial interviews are tentatively scheduled for mid-March.

As part of the application process, please submit responses to the following questions. Your answers to all three questions combined should not exceed three typewritten pages.

1. There have been a number of recent highly publicized issues involving use of force by police officers around the nation. Please discuss your philosophy regarding the use of force by the police and investigations regarding police use of force (appropriate investigative body, transparency, timing, independence of investigators versus internal department investigation, etc.).
2. What does community engagement and community policing mean to you? Describe how you have demonstrated these philosophies in your job and the impact or success as a result of your work.
3. Nationally there are a wide range of strategies being deployed in an effort to reduce the rate of shootings, homicides and other serious violent crimes. What do you think are the most effective? Why? As the Police Chief how would you incorporate them to best serve the City of St Paul?

The city of Saint Paul is an affirmative action employer and has a commitment to diversity in its workforce. Therefore, we encourage applications from all individuals including persons with disabilities, persons of color, LGTB, and women.

YOUR RIGHTS AS A SUBJECT OF DATA

The information you supply will be used to assess your qualifications for this position; to distinguish you from other applicants; and to contact you for an interview. Refusal to supply the requested information will mean that your application for employment may not be considered.

The following information is considered private data pursuant to the Minnesota Government Data Practices Act: your name, home/work/email address, and home phone number.

If you are considered a finalist, your name, education, training and previous work experience will become public data.

Private data is available only to you and to other persons in the City who have a bona fide need for the data. Public data is available to anyone requesting it and consists of all data not designated in this notice as private.

