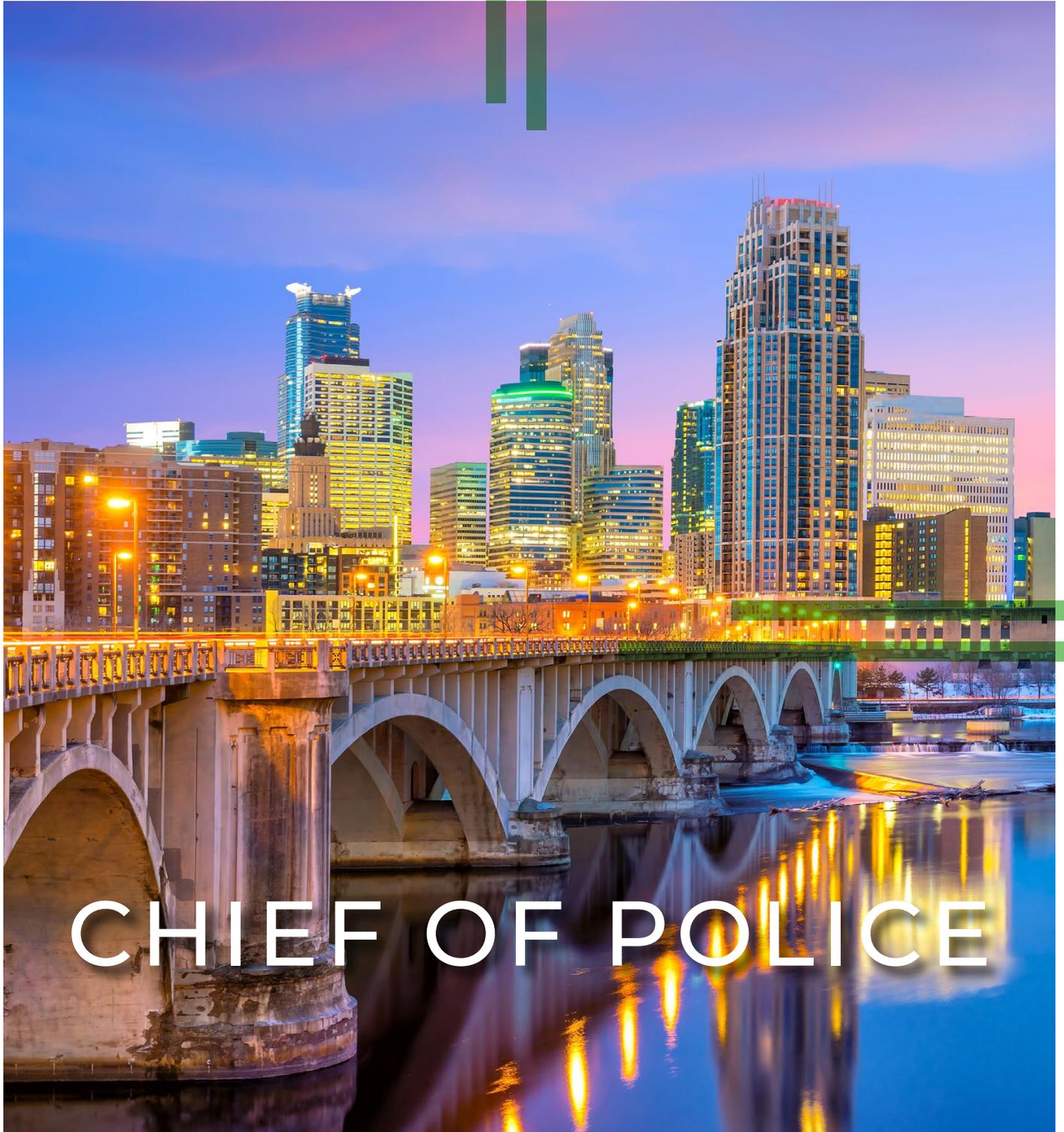
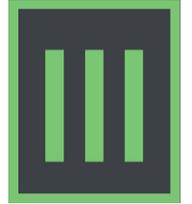


**A NATIONAL SEARCH**  
is underway for a new Police Chief

**Minneapolis, Minnesota**



**CHIEF OF POLICE**

# THE CITY OF MINNEAPOLIS, MN

# A GENERATIONAL OPPORTUNITY TO LEAD

  
**Minneapolis**  
City of Lakes

**A national search is underway to attract an exceptionally qualified candidate to serve as Chief of Police for the Minneapolis Police Department (MPD).**

This is a rare and incredible opportunity to lead a police agency in a major U.S. city eager to make comprehensive and positive changes that build community trust and ensure public safety. This moment comes after Minneapolis was catapulted onto the global stage as the world witnessed the murder of George Floyd. With strong civic and community participation, the City of Minneapolis is determined to have this terrible event serve as a catalyst for change. The City seeks to position itself and its police department at the forefront of the movement to coordinate police services under the umbrella of public safety.

Candidates for the Chief of Police position will embrace the challenges presented and celebrate the culture, diversity, and community values that Minneapolis represents. Top candidates will have a career history that demonstrates outstanding leadership skills and a proven track record in change management and reform. This highly accomplished individual will also be strategic and well-prepared to address various vital issues, including the community's demand for culture change within MPD, increased transparency and accountability, violence reduction, and improved officer training. The next Chief must be equipped to handle the challenges and opportunities associated with a potential consent decree resulting from state and federal investigations into the MPD.

The top candidate will have a stellar career history in a major metropolitan area and will be a top police executive who is known as an engaging, confident, personable collaborator with excellent communication skills. This position warrants serious consideration for those select few individuals on a local, regional, and national basis who have track record of challenging the status quo.

# THE GOVERNING STRUCTURE 02.

After Minneapolis voters approved a charter amendment authorizing a change to their structure of government in November 2021, the City of Minneapolis now operates with an Executive Mayor-Legislative Council form of government.

The Mayor and 13 City Council members from individual wards are elected for concurrent four-year terms. The annual budget is \$1.5 billion, and the City has approximately 3,700 employees.

As part of the proposed government restructure, the Mayor is advancing a plan to integrate the City's community safety services that includes the Minneapolis Police Department, Fire Department, 911, Emergency Management, and Neighborhood Safety (which will include violence prevention/

intervention and alternative responses) under one Office of Community Safety. That Office will be led by a Community Safety Commissioner who will oversee and coordinate the City's day-to-day safety operations and report directly to the Mayor. Under the proposed structure, the Chief of Police position will report to the Commissioner and will be expected to interact regularly with the mayor and his staff.





# 03. THE COMMUNITY

**Minneapolis, MN, lies along both banks of the Mississippi River and adjoins Saint Paul, the state capital of Minnesota.**

With a population of 443,715, Minneapolis is the most populous city in the state, and the cities of Minneapolis, Saint Paul, and the surrounding area are collectively known as the Twin Cities.

Minneapolis is known for a bustling downtown, a nationally recognized culinary scene, award-winning breweries and distilleries, and the community's love of sports and the arts. The City has long welcomed people from around the world and strives to be a community that creates, fosters, and embraces equity and justice for all.

Minneapolis also has one of the nation's best park systems. Many of these parks are connected by the Grand Rounds National Scenic Byway. Biking and walking trails run through many parts of the City, such as the historic Mill District by Saint Anthony

Falls and the lakes in the Lowry Hill. In addition, the City has several prestigious hospitals, according to recent rankings.

Home to several large corporations, Minneapolis is a hub for private sector innovation as well. The City is the birthplace of General Mills, Pillsbury, and Target Corporation. The Twin Cities metropolitan area has among the highest concentration of major business headquarters in the country and several Fortune 500 corporations in the city limits, including Accenture, Bellisio Foods, Canadian Pacific, Coloplast, RBC, and Voya Financial.

The City hosts four professional sports teams (Twins-MLB, Timberwolves-NBA, Vikings-NFL, Lynx-WNBA). In addition, the majority of the University of



Minnesota's main campus and its sports teams play in arenas in Minneapolis.

Minneapolis is divided into several communities, each containing numerous neighborhoods. In some cases, two or more neighborhoods act together under one organization. Some areas are known by nicknames or have taken on the name of the neighborhood or business associations. Traditional neighborhoods, modern high-rises, and a bustling economy provides a backdrop that contrasts the concerns and challenges associated with some of Minneapolis' neighborhoods. Gun violence and poverty plague some of the neighborhoods where distrust of the police is the highest.

The city's demographic includes people who identify as White or Caucasian 63.6%, Black or African American 19.19%, Hispanic or Latinx 9.8%, Asian American 5.9%, Other Race 4.84%, Two or more races 4.84%, Native American 1.42% and Native Hawaiian or Pacific Islander .04%.

The successful candidate will demonstrate an ability to respect the right to First Amendment expression and their public safety concerns, so that the community feels that their concerns are being adequately and transparently being addressed by the Police Department.

# THE POLICE DEPARTMENT 04.

Formed in 1867, the Minneapolis Police Department is the largest and second-oldest police department in Minnesota, second only to the Saint Paul Police Department.

With a 2022 budget of \$191.9 million, the MPD currently has an authorized staff of 756 sworn officers and 170 civilian employees working in one of three bureaus, each managed by a Deputy Chief who reports to the Assistant Chief. The Assistant Chief oversees day-to-day operations of MPD and reports directly to the Police Chief. Department Bureaus are currently organized as follows:

- The **Patrol Bureau** is the primary provider of police services and deploys more than 400 police officers from five (5) precincts. An Inspector manages each precinct and reports to the Deputy Chief. The bureau also manages MPD's Emergency Preparedness, Special Operations and the Strategic Information Center.
- The **Investigations Bureau** includes all investigative units under the Violent Crimes and Special Crimes Investigations Divisions. This bureau also provides comprehensive investigative services, including case management, victim support, and evidence preparation.
- The **Professional Standards Bureau** includes four divisions: Administrative Services, Internal Affairs, Technology and Support Services, and Training.



# IDEAL CANDIDATE 05.

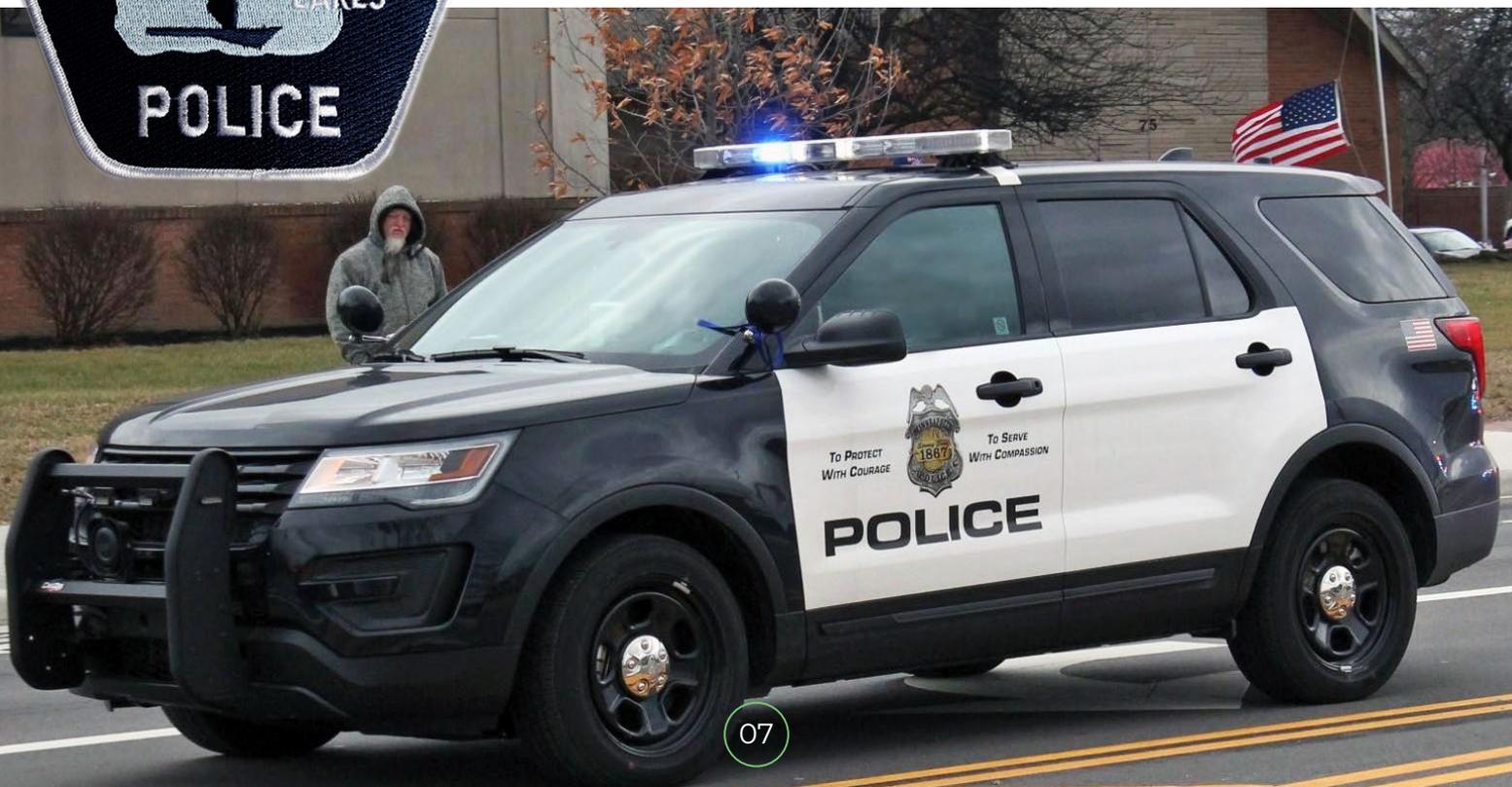
**The next Chief will be a visionary leader, able to communicate the need for and create long-lasting and systemic change within MPD.**

The Chief will set clear and measurable goals and emphasize accountability from the command level to rank and file. The Chief will be forward-thinking and committed to 21st Century Policing practices.

The next Chief will be a “change agent,” ready to take affirmative steps to increase community trust by improving how MPD interacts with the community. The selected candidate will be expected to quickly identify issues and implement solutions while working in conjunction with the City leadership, community stakeholders, and – where appropriate – unions.

The Chief of the Minneapolis Police Department will also be both an inspirational leader and an experienced executive who will inspire confidence and trust across the city and earn the respect of both sworn and civilian employees. The top candidate will be an individual who is thoughtful, compassionate, respectful, honest, and possesses the highest level of integrity. In addition, the Chief will welcome and embrace the rich diversity that is the fabric of Minneapolis and its unique neighborhoods. The ideal candidate will be a personable yet professional Chief who is culturally sensitive and committed to an active model of community policing and engagement.

The new Chief will have the conviction and courage to proactively address challenges and make tough decisions while standing up for what is in the best interest of the community and the department. The Chief will always be transparent in communications (both internally and externally) and value full clarity above short-term public relations management considerations. The Chief will be present and engage the community on a regular basis. The Chief will embody the philosophy of openness and expect the same of his/her command staff. With employees' health and well-being in mind, the Chief will be a stabilizing force in the Department whose calmness will engender trust within all levels of the MPD.



# 06

## PUBLIC PROCESS FOR COMMUNITY AND DEPARTMENT **INPUT**

To complement this comprehensive recruitment process and encourage input from both the community and members of the MPD on the attributes and characteristics of the Ideal Candidate, the Mayor's Office authorized and initiated the following:

- Formation of a Search Committee comprised of Minneapolis Councilmembers, community leaders, and City staff, which is tasked with shaping the Chief of Police position profile, evaluating and interviewing candidates, and recommending finalists for the Mayor's consideration.
- Five community meetings were held in April and May at various locations throughout the City of Minneapolis.
- Surveys were developed to obtain input from both community members and police department members (sworn and civilian). The surveys remain open to encourage input as the process progresses.
- Two community groups with a focus on policing provided additional input on characteristics and qualifications for the next Chief of Police.

This public process was developed to encourage the community's participation and ensure transparency in the evaluation of attributes and characteristics of applicants for the Chief of Police position. A Final Summary of all collected input will be provided to the Mayor's Office, the Search Committee, and the public in advance of the candidate interviews.

In addition to being the basis for the ideal candidate section of this profile, the collective information from the public input process will be utilized by the Search Committee to evaluate candidates during the interview stage of the process.



# QUALIFYING CRITERIA 07.

## EXPERIENCE

The new Chief will possess at least ten years of progressively responsible law enforcement experience, including senior executive assignments and management of community policing or crime reduction efforts. Experience with a large metropolitan police agency is preferred. Candidates must have a proven and demonstrated track record of working effectively in a culturally and ethnically diverse community. Experience should also include developing and implementing strategies that have led to comprehensive organizational change. Experience collaborating with other departments is also preferred.

## EDUCATION

A Bachelor's degree, preferably augmented by post-graduate studies, in Criminal Justice, Public Administration, or other related discipline is highly desirable.

## POST BACKGROUND REQUIRED

Must be a certified peace officer or have the ability to obtain certification as required by the Minnesota Commission on Peace Officer Standards and Training (POST).



## COMPENSATION AND BENEFITS

This at-will position has a very competitive salary for the role and expectations. An excellent benefits package augments salary. Contact Public Sector Search & Consulting, Inc. for further details on compensation and benefits.





# NOMINATION AND APPLICATION PROCEDURES

# 08.

## APPLY TODAY!

This is a confidential process and will be managed accordingly throughout the various stages of the process. We encourage prospective candidates to contact Mr. Gary Peterson for additional information that may help them evaluate this opportunity. This position is “open” until a final selection. For optimal consideration, candidates should apply by August 1, 2022, by emailing a compelling cover letter, comprehensive resume, and list of references to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com).

Only the most highly qualified candidates will be invited to interview with the Search Committee in late August 2022. Top candidates (typically three) will be forwarded to Mayor Frey for consideration. An offer, contingent on the remainder of the hiring process, will follow. Ideally, the new Chief of Police will join the City of Minneapolis in September 2022 or upon 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.**

[www.publicsectorsearch.com](http://www.publicsectorsearch.com)

**Mr. Gary Peterson (Chief of Police, ret.)**

[gary@publicsectorsearch.com](mailto:gary@publicsectorsearch.com)

(916) 789-9990 – office | (916) 622-5323 – cell

**The City of Minneapolis is an Equal Opportunity Employer.**



# Raising the bar for Public Sector Search

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