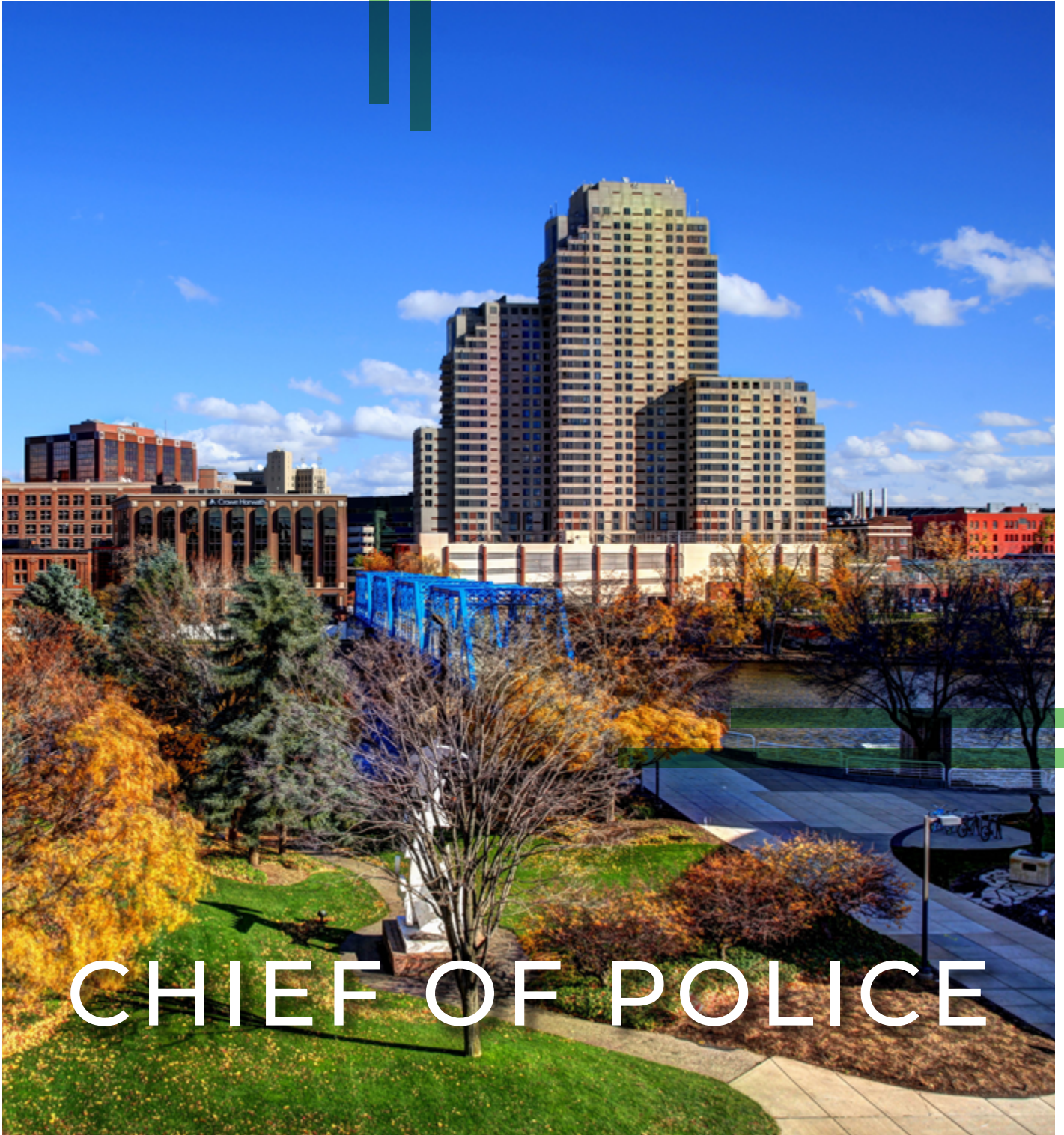


**A NATIONAL SEARCH**  
is underway for a new  
Chief of Police

**City of Grand Rapids, MI**



**CHIEF OF POLICE**



## THE CITY OF GRAND RAPIDS, MICHIGAN

# 01. THE OPPORTUNITY



CITY OF  
GRAND  
RAPIDS

A national search is underway to attract a highly qualified candidate to lead the Grand Rapids Police Department (GRPD) after Police Chief Eric Payne announced his upcoming retirement concluding a 32-year career serving the Grand Rapids community.

In the aftermath of national high-profile incidents around excessive use of force and subsequent local civil unrest, the City engaged the community stakeholders and police department to develop a [3-year Strategic Plan](#) that prioritizes safety, engagement and innovation. While some aspects of the plan have been implemented, the next police chief will have an opportunity to advance strategic priorities to build community trust, reduce crime and improve public safety services.

Grand Rapids seeks an individual with strong leadership skills and a collaborative approach to solving problems. The most qualified candidates will not only be accomplished and well-prepared to address an array of vital issues that include neighborhood policing, department staffing, the police relationship with the Office of Public Accountability, and the implementation of emergent technologies. Top candidates will have a stellar career history in a major metropolitan area or a comparably sized city and will be known for their engaging and personable style. The selected candidate will also have excellent communication and change management skills.



## 02. GOVERNING STRUCTURE

**Grand Rapids was first incorporated as a village in 1838. In 1850, it was incorporated as a home rule city under a mayor-council form of government until 1916 when the commission-manager form of government was adopted.**

The City Commission is composed of seven non-partisan members. Two commissioners are elected from each of the City's three wards and the Mayor is elected at-large by a majority of all voters. Commissioners serve four-year overlapping terms. Every two years, the community elects one commissioner from each ward.

The City Manager is appointed by the City Commission to serve as the City's Chief Executive Officer and is responsible for coordinating all City departments and executing policies and programs set forth by the Commission. The Chief of Police, like other department directors in this full-service city, is appointed by and serves at the pleasure of the City Manager. The current City Manager, Mark Washington, was hired in October 2018 after serving as Assistant City Manager in the City of Austin, Texas.



# 03. THE COMMUNITY

**U.S. News and World Report analyzed 125 metropolitan areas in the United States and ranked Grand Rapids as the 12th best place to live, based on quality of life and the job market in each metro area.**

## A THRIVING ECONOMY

Grand Rapids is the second largest city in Michigan and is the seat of Kent County. More than 200,000 residents live within the City's 45 square miles. Located in Western Michigan, roughly 30 miles east of Lake Michigan, Grand Rapids is the urban hub and economic engine for one million residents of this metropolitan area. A scenic spot perched on the Grand River – Michigan's longest waterway – Grand Rapids has evolved from its 19th-century roots as a hub of furniture production to a modern-day metro area that attracts college students and young families with its healthy job market, affordable housing, and variety of outdoor recreational activities.

More than \$2 billion of public-private investment has transformed Grand Rapids into the medical research and healthcare hub of the region. Spectrum Health, the city's largest employer, and the Van Andel Research Institute, a cancer and molecular research and educational facility, anchor the flourishing medical industry that includes five other hospitals, a medical school, and school of nursing. Additional educational opportunities are abundant, with more than a dozen public and private colleges and universities within close proximity to the City.

The City's demographic reflects the diversity of Grand Rapids. The community is 19 percent African American, 15.6 percent Hispanic, 2 percent Asian, 0.3 percent Native American, and 59.5 percent Caucasian. 3.5 percent are multiracial or claim other descent. The cultural makeup is changing and Grand Rapids will likely become a majority-minority city as it continues to grow and prosper. The City is also home to a significant senior population of 11.4 percent.

From those working in education and health industries, to the strong LGBTQ community that hosts an annual Grand Rapids Pride event, to the numerous artists and musicians, the Grand Rapids region is home to people from all walks of life.

## VIBRANT AND CELEBRATED DOWNTOWN

The Grand Rapids community is incredibly active and known for sponsoring a multitude of community events including the Hispanic Festival, Fiesta Mexicana, African American Art and Music Festival, Festival of the Arts, and ArtPrize - the world's biggest public art competition.



The 12,000-seat Van Andel Arena, DeVos Place Convention Center, and the 20 Monroe Live event venue attract thousands of visitors who attend national headlining concerts, sporting events, and community gatherings. These facilities support many downtown businesses, including restaurants and other entertainment venues.

Grand Rapids has a rich history of supporting the arts, including a variety of cultural and entertainment activities such as the Grand Rapids Symphony, Grand Rapids Ballet, Grand Rapids Civic Theatre, Children's Museum, Public Museum, Fine Art Museum, and the Gerald R. Ford Presidential Museum.

Grand Rapids is home to a noteworthy craft beer scene and has been recognized as Beer City USA. The Beer City Ale Trail leads to dozens of breweries that offer tours and tastings. The City supports the Grand Rapids Griffins (American Hockey League), West Michigan Whitecaps (Class A Baseball), and Grand Rapids Drive (NBA Development League).

Recreation classes, activities, and organized sports open to all ages and abilities are available within many of the City's 74 parks on 1,200 acres of public land.

# 04. THE POLICE DEPARTMENT



The Grand Rapids Police Department (GRPD) was accredited by CALEA in 2018. With an annual budget of \$56 million, GRPD has authorized staffing of 301 sworn officers, 46 dispatch employees and 64 other civilian employees.

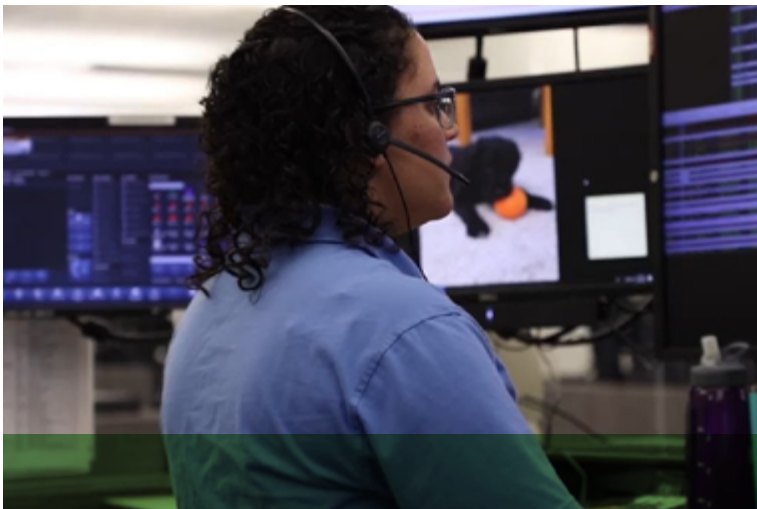
The department structure includes the Office of the Chief and two operational sections, each managed by a Deputy Chief and comprised of several Divisions:

## OFFICE OF THE CHIEF

- The **Two Deputy Chiefs** report directly to the Chief of Police and assist in providing day-to-day oversight of major sections of the department.
- The **Chief of Staff and Internal Affairs Unit** both report directly to the Chief of Police. The Chief of Staff is a newly created civilian position and is currently vacant. This position is responsible for fiscal services, community engagement, hiring and retention strategies, and has direct oversight of performance management related to the strategic plan.
- The **Internal Affairs Unit** investigates citizen complaints and complaints generated from within the department.

## ADMINISTRATION AND INVESTIGATION

- The **Investigations Division** is comprised of the Detective Unit (five teams which are assigned cases by type and geographic area), Vice Unit, and Forensic Unit.
- The **Support Services Division** is responsible for the Communications Unit, Records Unit, and Information Technology, and the Training Unit.





## FIELD OPERATIONS

- The **Patrol Division** is divided into five geographical service areas, each managed by a Captain. The division includes 20 sergeants, 131 police officers, two code enforcement officers, and a crime prevention coordinator.
- The **Special Response Team (SRT)** is a full-time team that includes 20 sworn personnel, including a lieutenant and three sergeants. Members are divided into 3 smaller teams for 5-day coverage, assisting patrol by addressing issues in each service area. Members use proactive, self-initiated enforcement methods to support crime reduction efforts.
- The **Traffic Unit** investigates serious and fatal accidents as well as hit and run collisions. This unit also manages the City impound lot.

Department members are represented by six different unions. The Chief of Police and Deputy Chiefs work with the unions but are not members.



# 05 THE IDEAL CANDIDATE

The next Chief will be a progressive and innovative leader who has superior change management skills and a strong desire to advance public safety services that build community trust and reduce crime in Grand Rapids.

## CULTURALLY COMPETENT

The new Chief of the GRPD will be an experienced executive who will inspire confidence and trust from the community, as well as earn the respect of sworn and civilian employees. They will be an individual who is compassionate, empathetic, respectful, honest, ethical, and has the highest level of integrity. The new Chief will welcome and celebrate the diversity of the entire Grand Rapids community and its unique neighborhoods. The ability to build strong and authentic connections with a complex community is essential to succeed in this position. The Ideal Candidate will be a personable yet professional Chief who is culturally intelligent and committed to an active model of community policing and engagement.



## INNOVATIVE PRACTITIONER

The next leader will be seen as a progressive reformer with the ability to implement innovative ideas from the community and department members and will have a strong orientation to how data and technology can both inform decision making and improve outcomes. The Chief will implement change that promotes better service delivery to all neighborhoods and residents. The selected candidate will be expected to quickly identify issues and build consensus on how to advance the department's strategic priorities while working in collaboration with City leadership, community stakeholders, and the police unions.

## PRINCIPLED LEADER

The Chief of Police will be a strong leader and decision maker who is transparent in their communications (both internal and external). The chief will stand up for what is best for the community and the department. The Chief will always value full transparency above short-term public relations considerations. The Chief will embody a philosophy of openness and will expect the same of their command staff, engendering trust within all levels of the Department.



# 06. EDUCATION & EXPERIENCE

## EXPERIENCE

The new Chief will possess at least five years of progressively responsible law enforcement experience, including experience in police management; or any equivalent combination of training and experience. 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 improvements and improved community safety. Candidates must have extensive experience working with senior management personnel, the media, and public officials on complex and sensitive issues.

## EDUCATION

Possession of a bachelor's degree in criminal justice or a related field is required. A Master's degree is preferred, as is executive level training such as the FBI National Academy, SMIP, NEI, or other recognized executive command program.

## CERTIFICATION REQUIRED

Must be a certified peace officer or have the ability to obtain certification as required by the [Michigan Commission on Law Enforcement Standards \(MCOLES\)](#).

## NO RESIDENCY REQUIREMENT

While there is no requirement, there is a strong preference for candidates who commit to residing in the City of Grand Rapids.



## COMPENSATION & BENEFITS

This is an at-will position. The current top salary is \$160K and is under review and subject to negotiation. Salary will be augmented by an excellent benefits package. Benefits include: 401(a) Defined Contribution Plan, Health, Dental, and Vision Insurance, and Retiree Health. Further details on benefits may be viewed here: [Click here for Fringe Benefits Guide Sheet](#)



## PUBLIC PROCESS FOR COMMUNITY AND DEPARTMENT INPUT

To complement this comprehensive recruitment process, we encouraged input from both the community and GRPD on the attributes and characteristics of the ideal candidate. Public Sector Search & Consulting hosted twenty-six (26) different stakeholder input sessions and four (4) additional community input forums to ensure everyone had an opportunity to be heard.

The collective input is reflected in the brochure and will be utilized to help evaluate prospective candidates during the screening, interview stage and final selection.



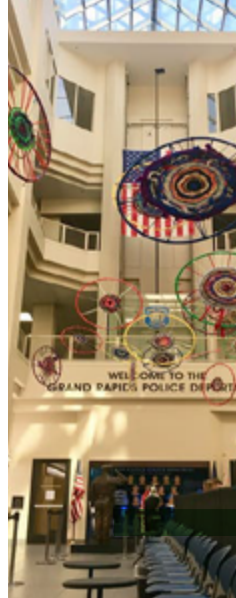
# 07. TO BE CONSIDERED

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## APPLY TODAY!

This is a confidential process and will be handled accordingly throughout the various stages of the process. We encourage you to contact Mr. Gary Peterson for additional information that may be helpful in evaluating the opportunity. This position is considered “open” until a final selection is made. For optimal consideration candidates are encouraged to apply by Friday, December 10, 2021. Please send a compelling cover letter, resume, and list of references to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com).

Only the most highly qualified candidates will be invited to participate in the selection process starting in December 2021 and culminating in January 2022. Top candidates (typically 3-4) will become finalists and invited to Grand Rapids for the final selection process. An offer, contingent on successful completion of a detailed background investigation, will follow. Ideally, the new Chief of Police will join the City of Grand Rapids in late January or early February 2022 or upon a mutually agreed upon date.



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## APPLY WITH CONFIDENCE

Confidential inquiries regarding this career opportunity are welcomed and should be directed to the search consultants:

### Public Sector Search & Consulting, Inc.

**Mr. Gary Peterson (Chief of Police, Ret.),  
President & CEO**

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**Mr. Justin Doll, (Chief of Police, Ret.),  
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