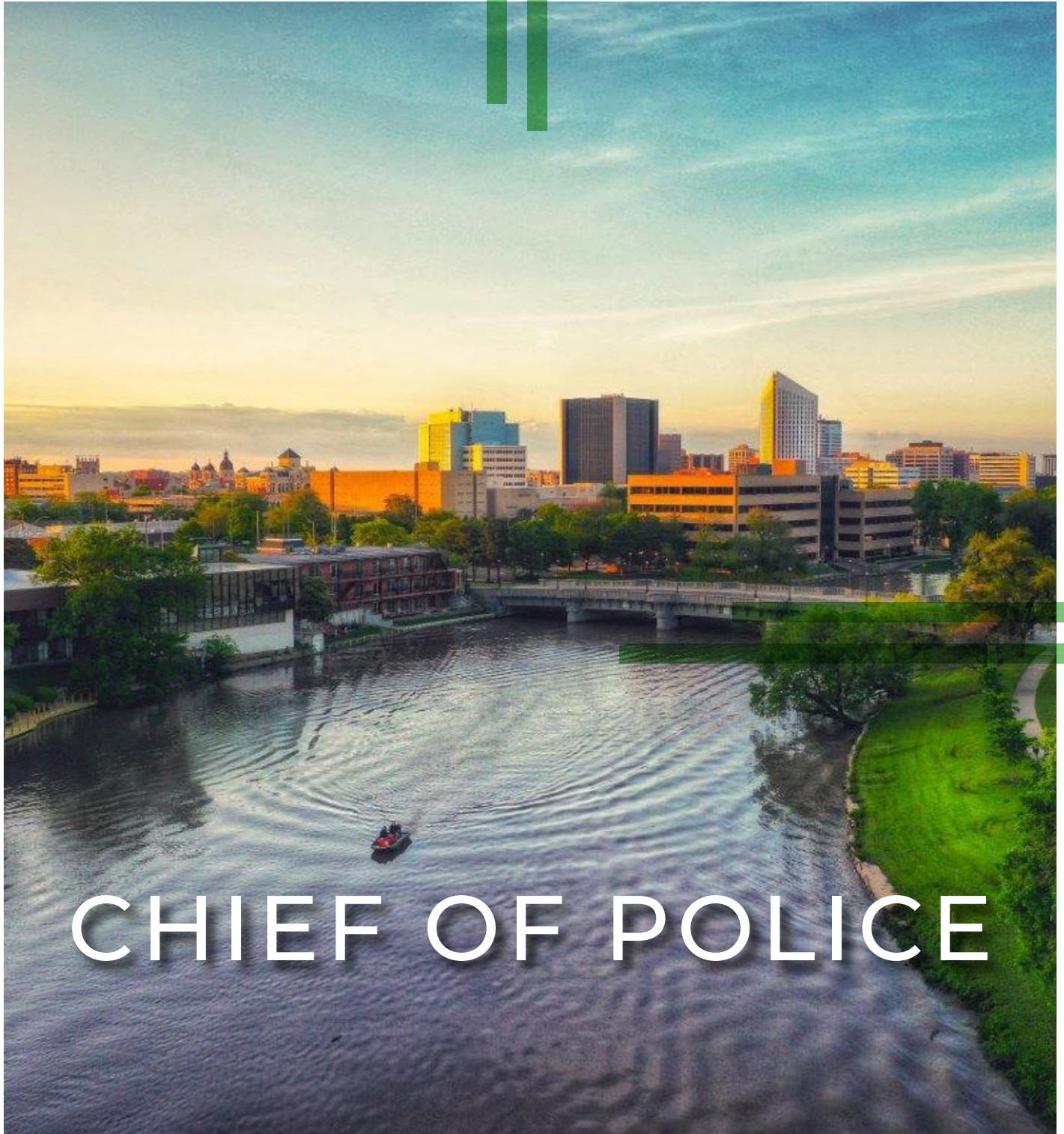


A NATIONAL SEARCH
is underway for a new Police Chief

Wichita, Kansas



CHIEF OF POLICE

THE CITY OF WICHITA, KS

THE 01. OPPORTUNITY



A national search is underway to attract a highly qualified candidate to lead the Wichita Police Department (WPD).

The next police chief will have an opportunity to advance strategies to reduce crime, increase transparency, rebuild trust and improve public safety relationships in all neighborhoods within the City of Wichita.

Wichita also seeks an individual with strong leadership skills and a collaborative approach to solving problems. The most qualified candidate will not only be a decisive leader, but well-prepared to address an array of vital issues, including gun violence, community policing, department staffing, and the police department's relationships with partner agencies. Top candidates will have a stellar career history in a major city or large metropolitan area and be known for their engaging and personable style. In addition, the selected candidate will be a champion communicator and an ethical source of justice for the community and department employees.

CITY **02.** GOVERNMENT

In 1918, Wichita became one of the first municipalities in the United States to adopt the Commission-Manager form of government.

Currently, six council members represent equally populated districts, and the Mayor is elected at large. Members serve four-year, overlapping terms. The City Council and Mayor conduct all legislative functions for the City of Wichita and establish general policies, which

are executed by the City Manager. The City Manager submits the annual budget, advises the City Council on matters affecting the City, administers and oversees City operations, and appoints and removes City personnel. The chief of police reports to the city manager.



OUR MISSION

As an exceptionally well-run city, we will:

- Keep Wichita safe,
- Grow our economy,
- Build dependable infrastructure and
- Provide conditions for living well.



03. THE COMMUNITY

With 397,532 residents, Wichita is the county seat of Sedgwick County and the most populated city in the state of Kansas.

The city government's mission is to be an exceptionally well-run city, keep Wichita safe, grow the economy, build dependable infrastructure and provide conditions for living well. Major highways, including the Kansas Turnpike, US 400 and Interstate I-135, link the city with a large trade area that encompasses a population of more than one million people within a 100-mile radius. The nearest large cities are Denver to the west, Kansas City to the northeast, Oklahoma City to the south, and Tulsa to the southeast.

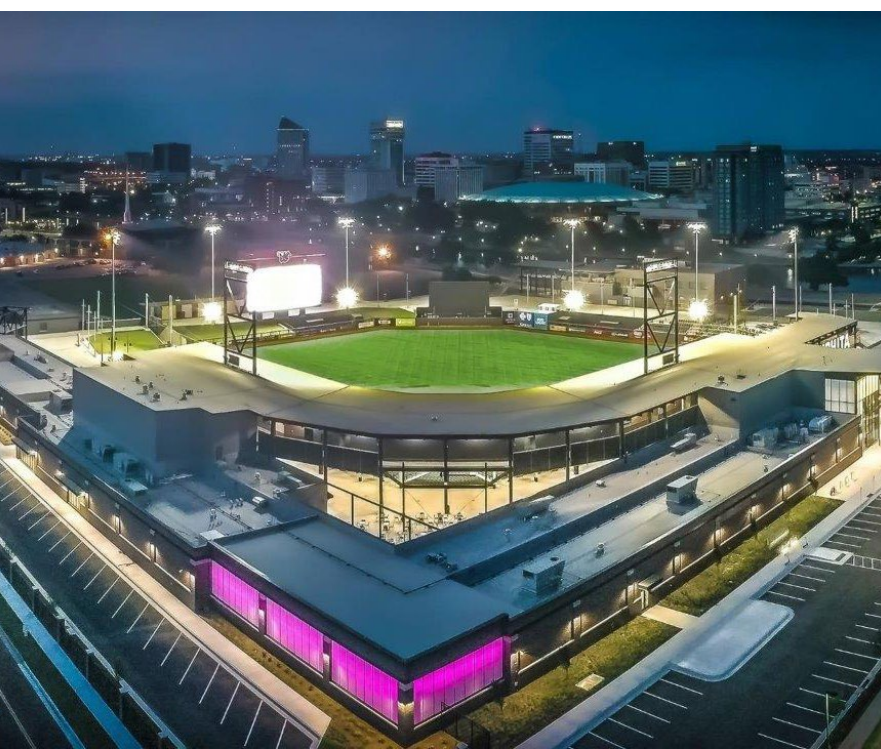
While real estate prices have increased, homes are

still considered affordable. Wichita has a low cost of living, great weather, and excellent educational opportunities. The City is also a college town. Home to Wichita State, a premiere university known for challenging academics and an elite college sports program, the Wichita State Shockers. Wichita has evolved into a cultural hub and entertainment center for the region and it's one of the great cities in the United States. CNN named Wichita 9th on their list of the best U.S. cities to live in and MSN Real Estate ranked it as the #1 most affordable city.

Wichita has a neighborhood to match any lifestyle and budget. Choose between river or lakeside living, historic homes in tree-lined neighborhoods, new lofts downtown, upscale homes in luxury gated communities, or country living just outside the city (source and more information at choosewichita.com). Wichita's neighborhoods are populated with people from truly diverse backgrounds. The City's demographic reflects the rich diversity of the Wichita community. The latest census indicated the community is 62.5% percent White, 17.4% percent Hispanic, 10.3% African American 4.9% percent Asian, 0.9% American Indian or Alaska Native, and 4% percent listed other.

Just east of downtown is Old Town, which has been transformed from an old warehouse district into one of the hippest sections of town filled with exposed brick and limestone apartments, nightclubs, restaurants, hotels, theaters, museums, specialty shops, and storefronts, and the popular farmer's market. INTRUST Bank Arena, is also located in downtown and has a seating capacity of more than 15,000.

Commute times are the lowest among the 100 major metropolitan markets. Wichita has also been named the most "Uniquely American" city by Newsmax Magazine, in addition to being designated an "All-American City" five times.



THE POLICE DEPARTMENT 04.

The Wichita Police Department (WPD) is the largest municipal police department in Kansas.

The WPD is authorized 910 staff, which includes both commissioned officers and non-commissioned civilian employees who serve residents and work out of the Office of the Chief of Police or one of three Divisions each led by a Deputy Chief as follows:

- The **Office of the Chief of Police** is responsible for managing the police department and overseeing internal investigations and community relations initiatives. The Chief of Police is supported by the Deputy Chief of Field Services, Deputy Chief of Investigations, Deputy Chief of Support Services, Executive Officer to the Chief of Police, and Professional Standards Bureau.
- The **Field Services Division** consists of four bureaus: Patrol North, Patrol South, Patrol East, and Patrol West. Patrol operates out of four geographically distinct substations.
- The **Investigations Division** includes several Bureaus: Crimes Against Persons, Property Crimes/Tech Service, and Special Investigations.
- The **Support Services Division** includes three Bureaus: Administrative Services, Records, and Training.

Commissioned Officers are represented by the Fraternal Order of Police. The Chief of Police and command staff work with the union but are not members.



IDEAL 05. CANDIDATE

The next Chief will be a visionary leader with a strong commitment to Wichita, who will effectively balance the need to have transparent and authentic relationships with both the Wichita community and members of the police department.

The successful candidate will address community concerns around police accountability, while at the same time, improving employee morale. The Chief will set clear goals and a plan for the Department that emphasizes trust-building and accountability from command staff to rank and file. It is widely recognized that WPD needs to improve staffing by retaining experienced officers and recruiting new police officers that share the community's values, and reflect the diversity and/or demographics of the community. The new chief will develop and implement a strategic plan and share it with the public to provide detailed strategies to address community concerns and any additional resources needed to address these issues.

The Chief will be a charismatic leader with an unshakable moral compass, and an experienced executive who will inspire confidence and trust

from the community and earn the respect of sworn and civilian employees. The Chief will have the conviction and courage to take ownership of the tough decisions while also standing up for what is in the best interest of the community and the police department employees. The top candidate will be an individual who is compassionate, respectful, honest, ethical, and possesses the highest level of integrity. The Chief will welcome and embrace the rich diversity that is the fabric of Wichita and its unique neighborhoods. The ability to build strong and genuine connections with a complex community is essential for success in this position. The ideal candidate will have a commitment to an active model of relationship-based community policing.



The selected candidate will identify the most pressing issues and implement innovative changes while working with the City Manager's Office, other city departments, community stakeholders, other law enforcement agencies, and the Police Union when appropriate.

The Chief will always be transparent in communications (both internal and external), valuing full transparency above short-term

public relations management considerations, recognizing that transparency is necessary for building trust and genuine long-term trust is more important than image. The Chief will embody the philosophy of openness and expect the same of their command staff. The Chief will be a stabilizing force in the department and their calmness and integrity will engender trust within all levels of WPD.

WICHITA POLICE DEPARTMENT MISSION

Working in partnership with our community to deliver exceptional police services with professionalism and fairness.

Strategic Goals...

- Build honest and open internal and external relationships through open communication, inclusion and trust.
- Implement industry standards to obtain and maintain infrastructure that addresses rapidly changing needs.
- Develop innovative approaches to prevent and reduce crime.
- Create a flexible workforce that addresses community needs and enhances employee morale through training and health and wellness programming.



QUALIFYING CRITERIA 06.

EXPERIENCE

The new Chief will possess at least five years of progressively responsible law enforcement experience, including expertise in police management; or any equivalent combination of training and experience. Candidates must have a proven and demonstrated history of building a collaborative team environment within their agency and developing subordinates for new leadership roles. Experience should also include developing and implementing strategies that have led to comprehensive organizational improvements and improved community safety. In addition, candidates must have 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

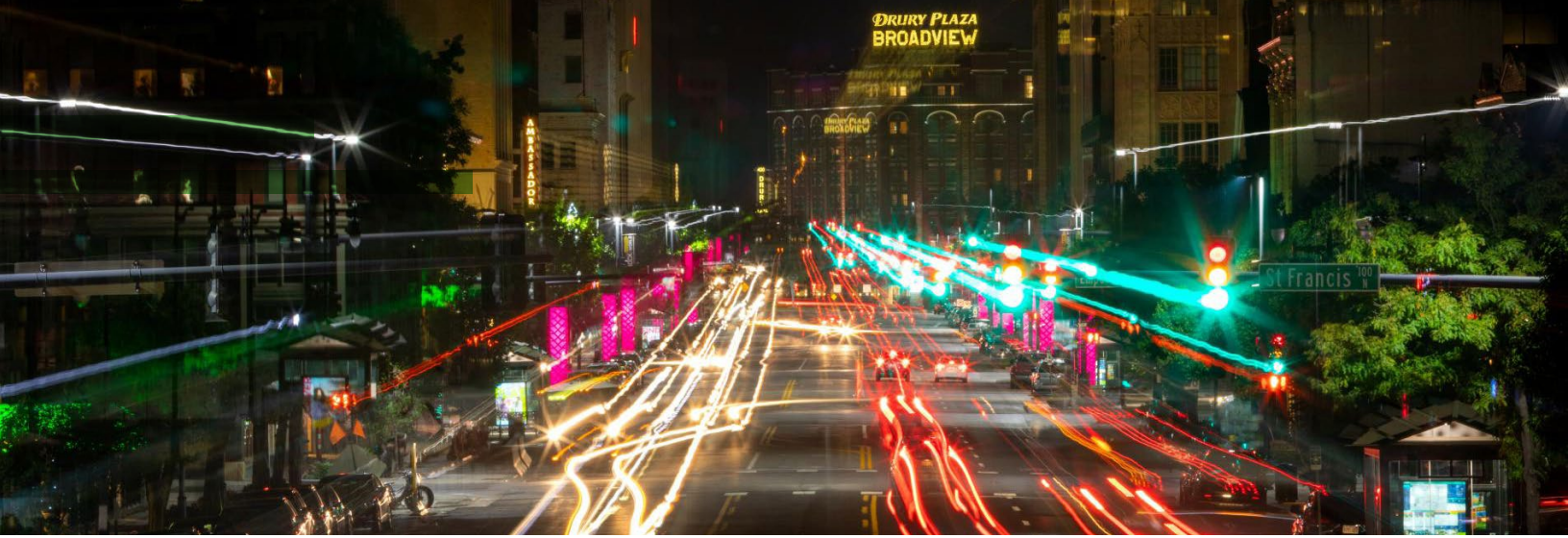
Must be a certified peace officer or have the ability to obtain certification as required by the KSCPOST.

NO RESIDENCY REQUIREMENT

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

COMPENSATION AND BENEFITS

This is an at-will position that serves at the pleasure of the City Manager. The current salary range for the position is \$185,000 - \$217,000 and subject to negotiation. An excellent benefits package will augment the salary. Benefits include 401(k) Defined Contribution Plan (I believe that the new Police Chief can either participate in the City's pension system or in a 401 plan – HR and Finance should confirm), Health, Dental, and Vision Insurance, and Retiree Health. Contact the recruiter for details.



07 PUBLIC PROCESS FOR COMMUNITY AND DEPARTMENT INPUT

To complement this comprehensive recruitment process, the city has encouraged input from both the community and WPD on the attributes and characteristics of the ideal candidate.

City Manager Robert Layton appointed a Review Committee made up of diverse community members to ensure representation throughout the search process, aid City staff, and interview candidates vetted by Public Sector Search & Consulting (PSSC). Mr. Layton also approved a public engagement plan that authorized PSSC

to host over two dozen stakeholder focus groups and both Community and Departmental Surveys to provide multiple opportunities to provide input. The brochure reflects the collective input from the community engagement process and will be used when evaluating prospective candidates during the recruiting, screening, and selection process.



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. Justin Doll or Mr. Gary Peterson for additional information that may help you evaluate this opportunity. This position is “open” until a final selection is made. For optimal consideration, candidates should apply by Friday, August 26, 2022, by emailing a compelling cover letter, comprehensive resume, and list of references to apply@publicsectorsearch.com.

Only the most highly qualified candidates will be invited to participate in the selection process in September 2022. Top candidates (typically 3-4) will be vetted by a review committee and invited to participate in the final selection process. An offer, contingent on the successful completion of a detailed background investigation, will follow. Ideally, the new Chief of Police will join the City of Wichita in late September 2022 or upon a mutually agreed upon date.



APPLY WITH CONFIDENCE

Candidates should direct inquiries and questions regarding this position or the recruitment process to:

Public Sector Search & Consulting, Inc.

916.789.9990 (office)

www.publicsectorsearch.com

Mr. Justin Doll (Chief of Police, Ret.), Search Consultant

justin@publicsectorsearch.com

Mobile: (907) 748-5746 | Office: (916) 789-9990

or

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

gary@publicsectorsearch.com

Mobile: (907) 748-5746 | Office: (916) 789-9990

The City of Wichita is an equal opportunity employer.



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