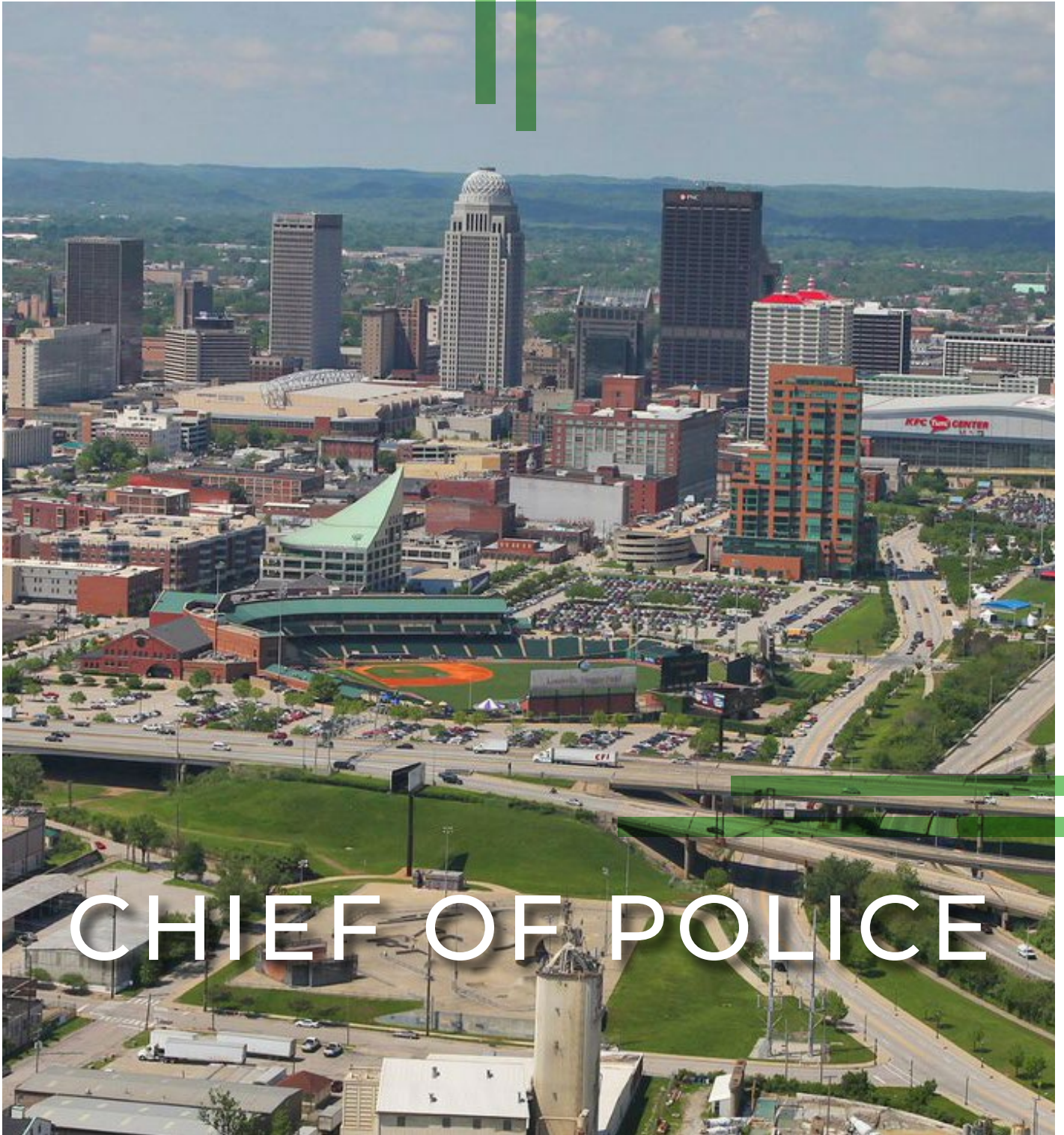


**A NATIONAL SEARCH**  
is underway for a new Chief of Police

## **Louisville, Kentucky**



# CHIEF OF POLICE



LOUISVILLE, KY

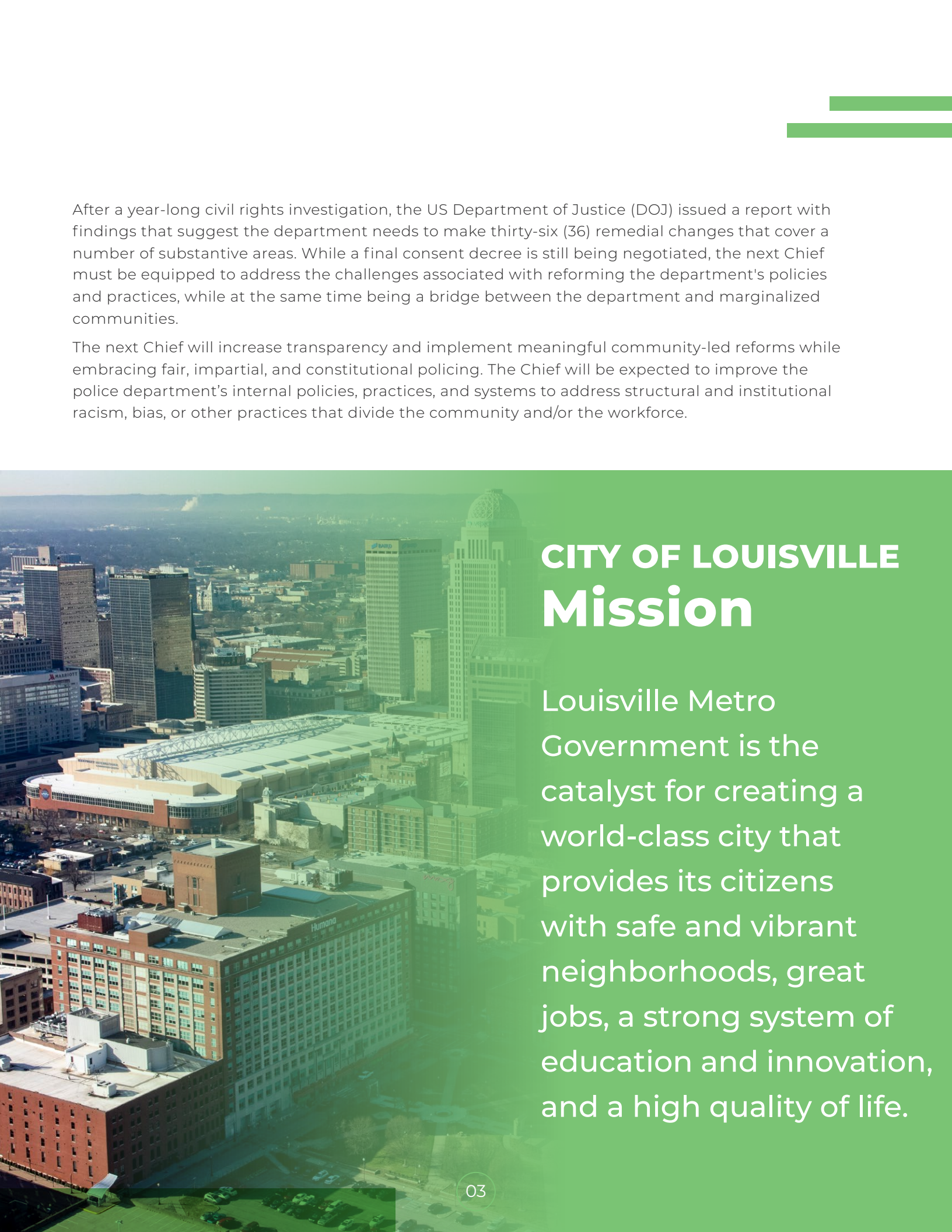
THE **01.**  
OPPORTUNITY



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

Louisville is seeking a transformational leader who is innovative, reform-oriented, data-informed, and community-minded. While this is an incredible opportunity to lead a law enforcement agency in a large metropolitan area, this moment comes at a time of historic social awakening about systemic racism. After numerous unjust police killings across the country, including Breonna Taylor in Louisville, many communities are questioning the role police should play in public safety and are demanding change. Louisville and Minneapolis were the epicenters of anti-police sentiment and protests that swept across the country in 2020.





After a year-long civil rights investigation, the US Department of Justice (DOJ) issued a report with findings that suggest the department needs to make thirty-six (36) remedial changes that cover a number of substantive areas. While a final consent decree is still being negotiated, the next Chief must be equipped to address the challenges associated with reforming the department's policies and practices, while at the same time being a bridge between the department and marginalized communities.

The next Chief will increase transparency and implement meaningful community-led reforms while embracing fair, impartial, and constitutional policing. The Chief will be expected to improve the police department's internal policies, practices, and systems to address structural and institutional racism, bias, or other practices that divide the community and/or the workforce.

## CITY OF LOUISVILLE Mission

Louisville Metro Government is the catalyst for creating a world-class city that provides its citizens with safe and vibrant neighborhoods, great jobs, a strong system of education and innovation, and a high quality of life.

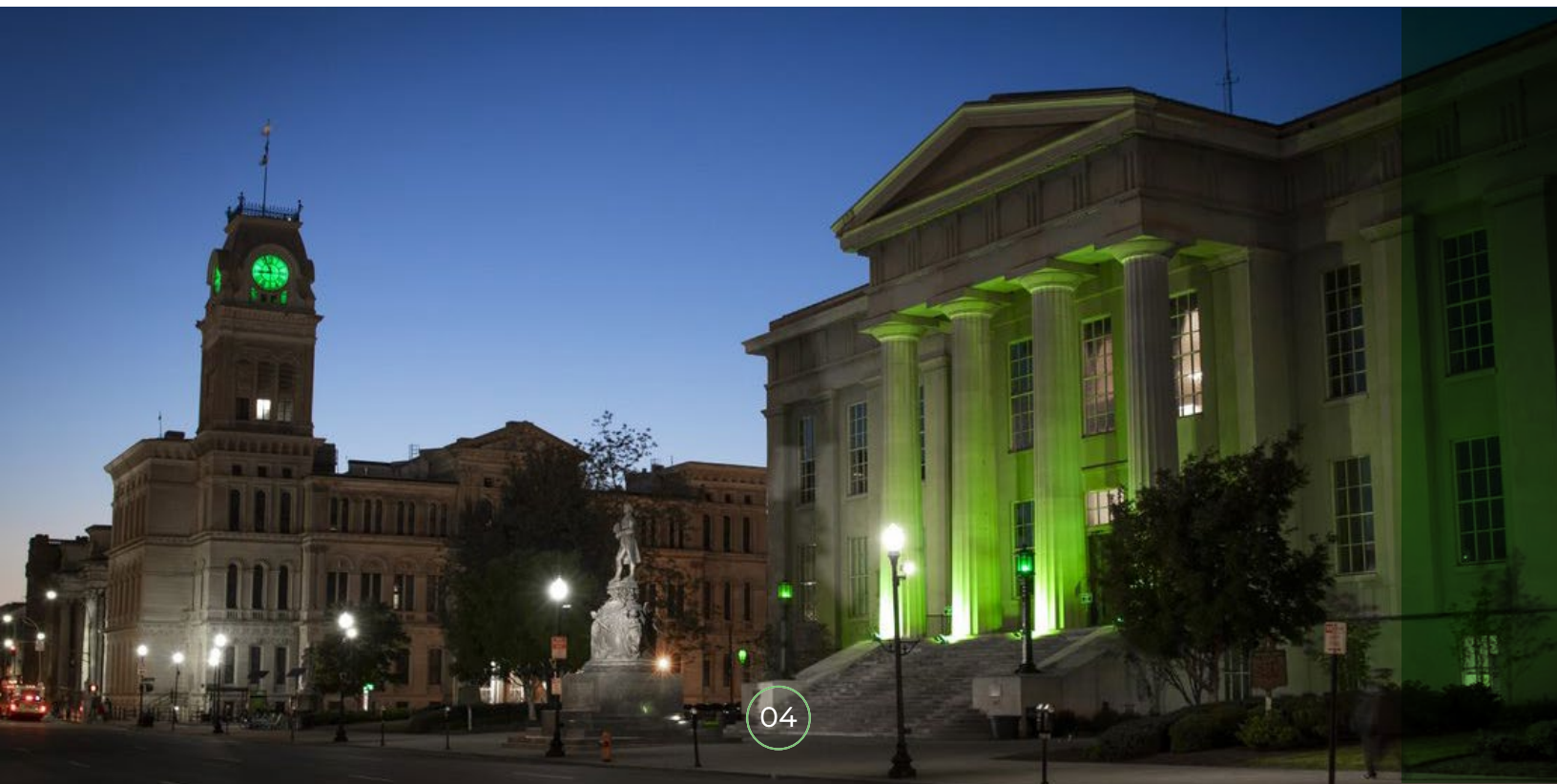
# 02. THE CITY

**Located on the banks of the Ohio River, Louisville, Kentucky, has a population of 633,000. Louisville Metro is a vibrant city, rich in history, culture, and southern charm.**

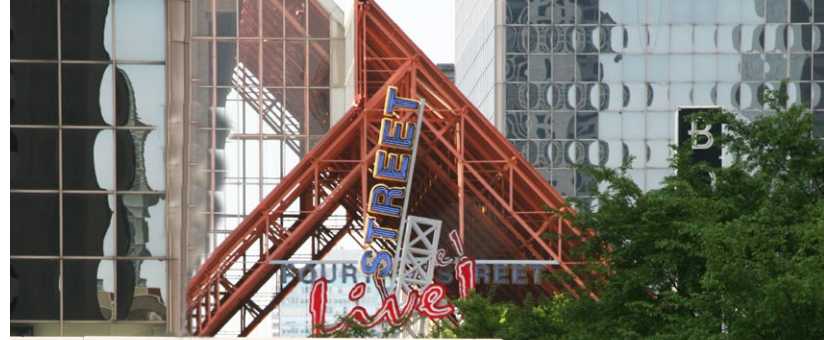
Known for its iconic horse racing event, the Kentucky Derby, Louisville embraces its equestrian heritage with grace and excitement. Beyond the racetrack, the city offers a diverse array of attractions, including the Muhammad Ali Center, dedicated to the legendary boxer and humanitarian. The Louisville Slugger Museum & Factory celebrates America's favorite pastime, baseball, while the Speed Art Museum showcases an impressive collection of art spanning centuries. With its thriving culinary scene, bourbon distilleries, and live music

venues, Louisville has earned its reputation as a culinary and cultural hub in the heart of Kentucky. Whether strolling along the lively waterfront or exploring iconic neighborhoods like Old Louisville, visitors to this charming city will find it warm and welcoming.

The Louisville Metro has a diverse population that includes residents who identify as Caucasian (63.8%), Black or African American (23.8%), two or more races (4.8%), Asian (2.7%), and Hispanic or Latino (6.5%). Foreign-born residents account for 8.6% of the population.







## 03 THE GOVERNMENT STRUCTURE

**After a merger in 2003, creating a consolidated city-county government, the Louisville Metro Government (LMG) became the governing body responsible for the administration of Louisville, Kentucky and Jefferson County.**

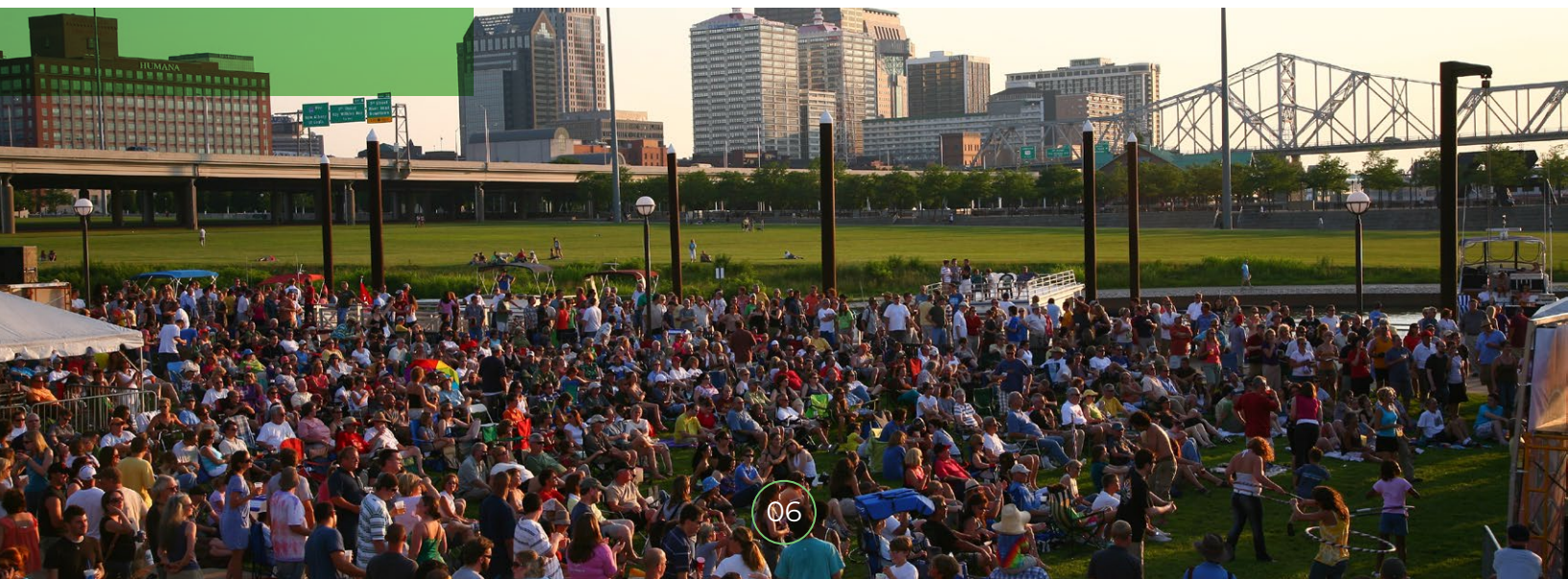
This consolidation was aimed at streamlining services, reducing duplication, and creating a more efficient local government structure. It also eliminated the competition between city and county so businesses could invest anywhere in the area without governmental interference.

The Louisville Metro operates under a Mayor-council form of government. The Mayor serves as the chief executive of Louisville Metro and oversees day-to-day operations, implements policies, makes administrative decisions, and manages various departments through department heads, including the Chief of Police. The current Mayor, Craig Greenberg, was elected by the residents of the Louisville Metropolitan area and assumed a four-year term in office on January 2, 2023.



The legislative branch of Louisville Metro is the Metro Council. The Louisville Metro Council is comprised of 26 members, each elected by the residents of their respective districts. Metro Council enacts laws, makes appropriations through the annual budget ordinance, and provides oversight of the executive branch. In fiscal year 2022-2023, Louisville Metro Council approved a \$1.04 billion budget.

The Louisville Metro promotes transparency, public engagement, and accountability. It encourages citizen participation through public meetings, community forums, and online platforms. Louisville Metro provides access to information through its official website, where residents can find resources, request services, contact officials, and stay informed about city initiatives and events.



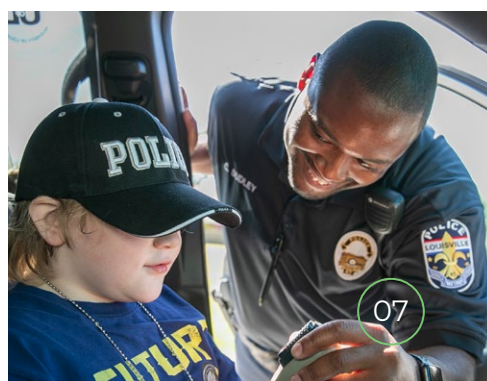
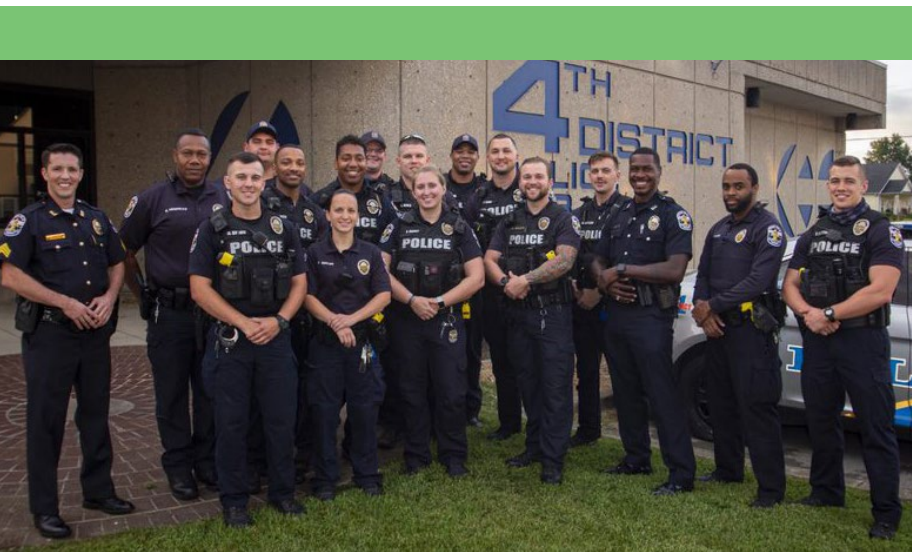


# THE POLICE DEPARTMENT 04.

The Louisville Metro Police Department (LMPD) operates under the leadership of the Chief of Police, who is appointed by the Mayor.

LMPD has a 2022-2023 budget of \$210 million that supports a current sworn staff of 1,039, along with 319 civilian employees who work in the Office of the Chief or one of four (4) bureaus. The Deputy Chief oversees the Patrol Bureau and Support Bureau, while the Deputy Chief of Staff manages the Administrative Bureau and the Accountability and Improvement Bureau. The department's bureaus are listed below:

- The **Office of the Chief** is responsible for the overall leadership of the department and is comprised of the Chief of Police, Special Investigation Division, Legal Advisor, Chief of Staff, Deputy Chief of Staff, and Deputy Chief of Operations
- The **Patrol Bureau** is responsible for first responder services. The Bureau has the most sworn personnel working in eight (8) patrol divisions and a Downtown Area Patrol
- The **Administrative Bureau** is responsible for Human Resources and Administrative Services
- The **Support Bureau** has three divisions: Special Operations, Major Crimes and Criminal Interdiction Division
- The **Accountability and Improvement Bureau** includes the Performance Division, Training Division and Compliance Unit



# 05 IDEAL CANDIDATE

**The Mayor's Office authorized Public Sector Search & Consulting (PSSC) to independently engage the community with regard to the desired characteristics of the next Chief of Police. PSSC hosted multiple focus group meetings, open community forums, and an online community survey to reach those unable to attend one of the other meetings. More than 1,200 residents provided meaningful feedback.**

Louisville Metro is looking for a Chief of Police with a reputation for honesty and integrity. The Chief is responsible for creating a safer Louisville by working with stakeholders to develop community-led strategies to reduce crime and ensure the safety of residents and visitors. The Chief will focus on reducing gun violence and solving crimes. Equally important, the community needs and expects the next Police Chief to begin the process of rebuilding trust in the police department by strengthening and developing more authentic relationships between the LMPD and Louisvillians in every community.

The ideal candidate will always be public-facing while at the same time being very present inside the LMPD. An inherently inspirational leader who commands respect while maintaining approachability is strongly desired inside and outside the department.

## LMPD Mission

It is the mission of the Louisville Metro Police Department to deliver professional, effective services, fairly and ethically, at all times, to all people, in order to prevent crime, control crime, and enhance the overall quality of life for citizens and visitors. We will encourage and promote community involvement on all levels to achieve these ends.



The next Chief will be forward-thinking, focused, and driven to ensure department policies and actions are consistent with the progressive policing practices and new innovative approaches appropriate in today's world. The Chief will represent continued progress and positive movement toward better service delivery to all neighborhoods. The Chief will also work to accomplish the goal of hiring approximately 250 quality police officers who represent the community through innovative recruiting strategies.

The ideal candidate will play a significant role in all police reforms and, in particular, by providing expertise and insight from the perspective of a police executive. The Chief will evaluate the department's operations in light of the DOJ's findings and implement new initiatives to improve service delivery while addressing DOJ's concerns. The ideal candidate will maximize the department's capabilities to advance community policing and address community concerns about gun violence while emphasizing transparency. The successful candidate will develop partnerships with the area's 24 other law enforcement agencies, the US Department of Justice, the Office of Inspector General, the Civilian Review & Accountability Board, and local non-governmental agencies and non-profits.





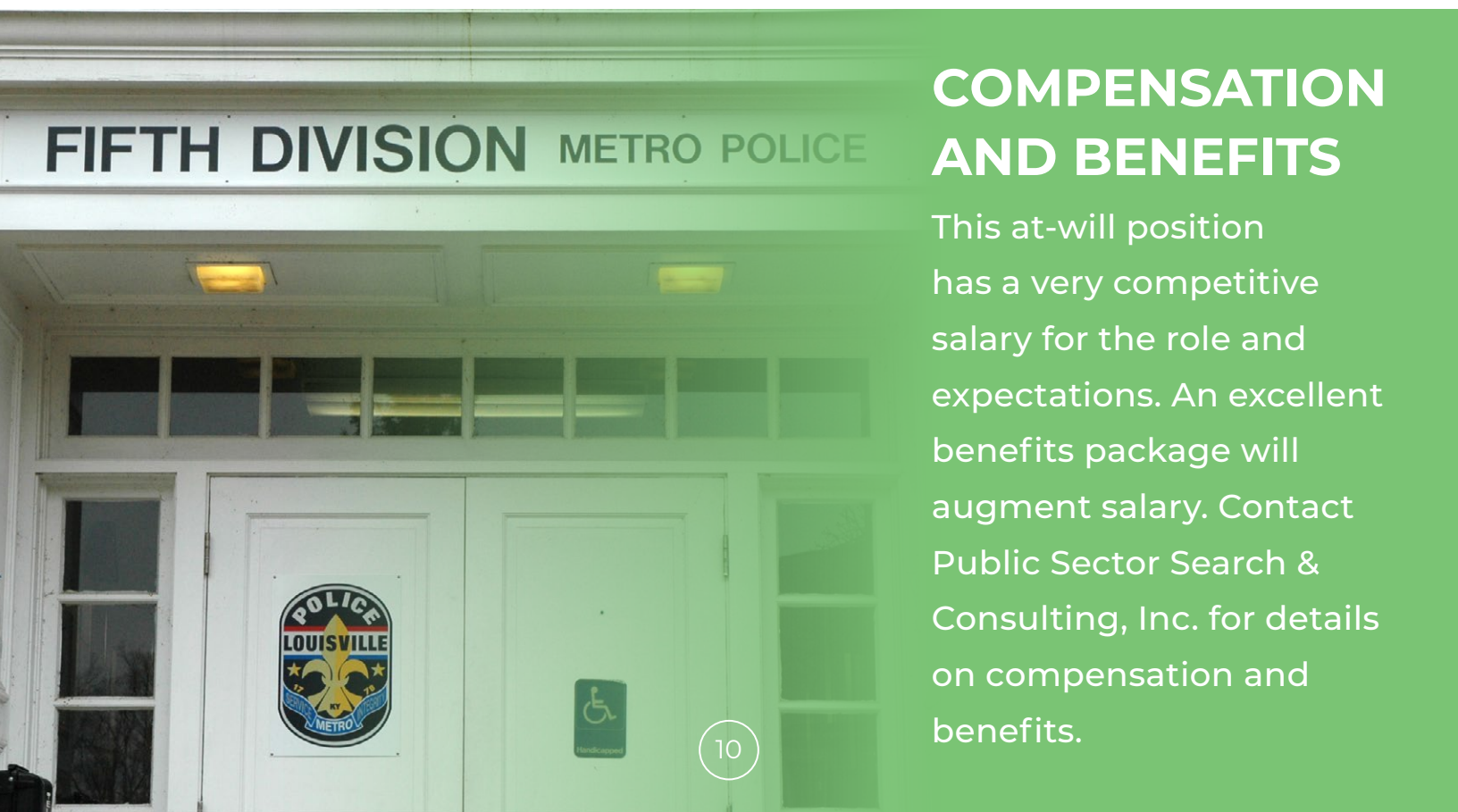
# 06. QUALIFYING EDUCATION AND EXPERIENCE

**Experience:** The new Chief will possess at least ten years of progressively responsible law enforcement experience, including at least three years of experience in a command rank at a large municipal police department. Candidates must have a 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 reforms.

**Education:** 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 FBI National Executive Institute, FBI National Academy, Major City Chiefs PELI Program, Southern Police Institute, or PERF's Senior Management Institute for Police.

**Licensures and Certifications:**

- Valid Kentucky driver's license required or must be obtained within 30 days of hire
- Must be a certified peace officer or have the ability to obtain certification as required by the Kentucky Law Enforcement Council



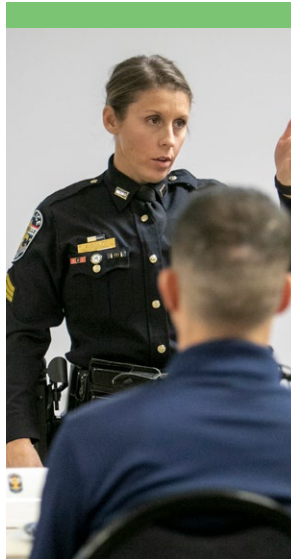
## COMPENSATION AND BENEFITS

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



# NOMINATION AND APPLICATION PROCEDURES

# 07.



## 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 or Mr. Justin Doll for additional information that may help them evaluate this opportunity. This position is “open” until a final selection has been made. For optimal consideration, candidates should apply by Friday, June 23, 2023, by emailing a 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 in late June 2023. The top candidates (typically three) will be forwarded to Mayor Greenberg for consideration. An offer, contingent on the remainder of the hiring process, will follow. Ideally, the new Chief of Police will join the LMPD in August 2023 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.

916.789.9990

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

#### Gary Peterson (Chief of Police, ret.)

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

Cell: 916.622.5323

#### Justin Doll (Chief of Police, ret.)

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

Cell: 907.748.5746

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



# Raising the bar for Public Sector Search

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