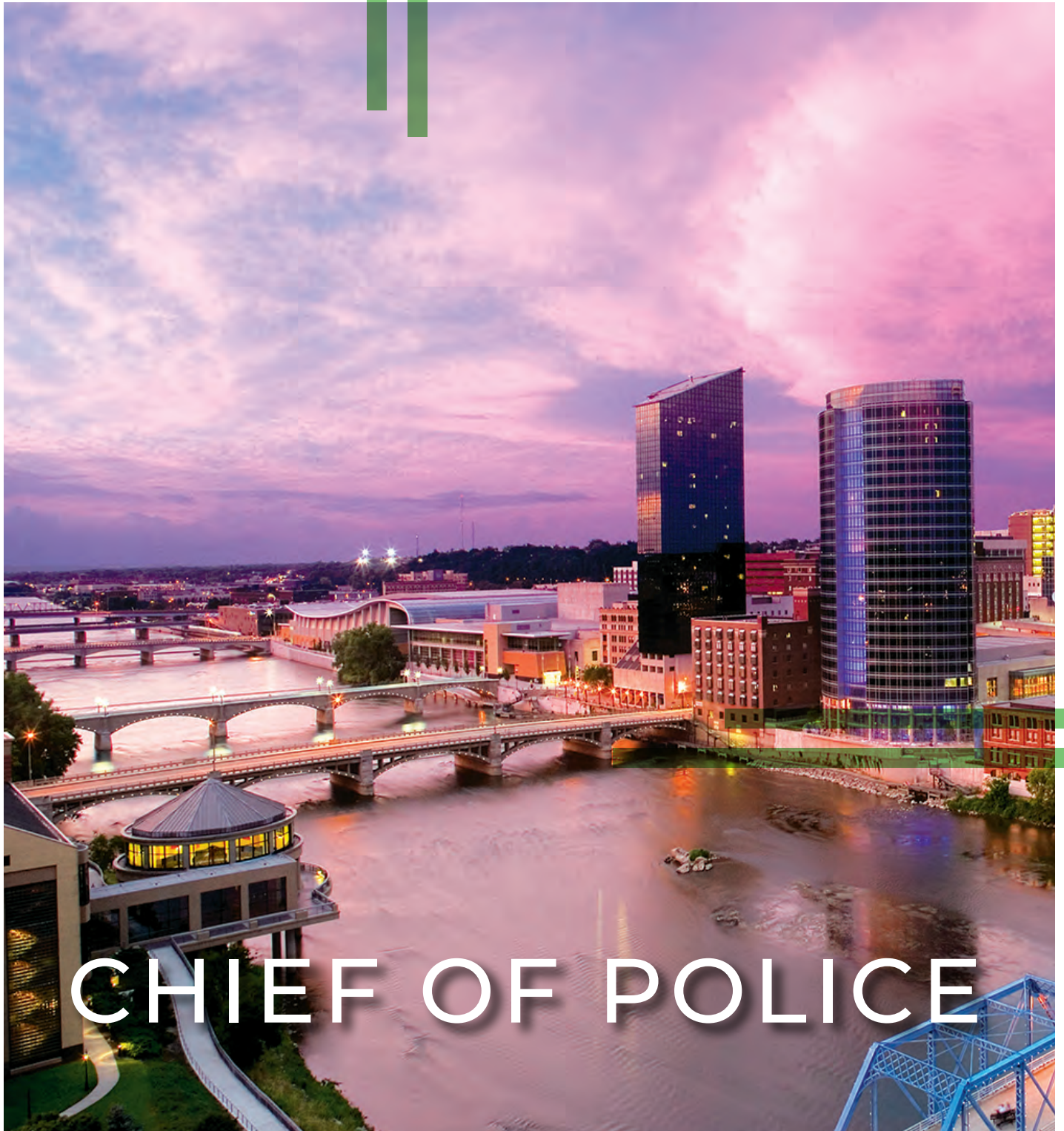


**A NATIONAL SEARCH**  
is underway for a new  
Chief of Police

**City of Grand Rapids, MI**



**CHIEF OF POLICE**



# 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. Grand Rapids seeks an accomplished police executive to lead the Grand Rapids Police Department and strengthen accountability, transparency, training, community engagement, mental health co-response, victim services, recruitment, and public trust.

The next Chief of Police must bring strong executive leadership, sound judgment, and a collaborative approach to solving complex problems. The most qualified candidates will be prepared to advance key priorities that include neighborhood policing, staffing and retention, transparency and building community trust, employee wellness, and the responsible use of evolving technology.

Top candidates will have a strong record of success in a comparable or similarly complex city and will be known for an engaging, personable, and visible leadership style. The selected candidate will be an excellent communicator, thoughtful change manager, and credible relationship-builder who can work effectively with residents, City leadership, sworn and professional staff, labor representatives, and community stakeholders.

The next Chief will also be expected to operate as a key member of the City's executive leadership team, aligning public safety strategies with Grand Rapids' broader goals that include building community trust, equity, neighborhood vitality, and organizational excellence.

THE CITY OF  
GRAND RAPIDS, MICHIGAN





## 02 GOVERNING STRUCTURE

**Grand Rapids was first incorporated as a village in 1838 and later incorporated as a city in 1850. The City operated under a mayor-council form of government until 1916, when voters adopted the commission-manager form of government that remains in place today.**

The City Commission serves as the City's legislative and policy-making body. It is composed of seven non-partisan elected officials: the Mayor, who is elected at-large by voters citywide, and six City Commissioners, with two commissioners elected from each of the City's three wards. Commissioners serve four-year overlapping terms, and every two years voters elect one commissioner from each ward.

Under the commission-manager form of government, the City Commission appoints the City Manager to serve as the City's chief administrator and chief executive. The City Manager is responsible for supervising City departments, offices, and agencies and for carrying out policies and programs established by the City Commission. The Chief of Police, like other City department directors, is appointed by and serves under the authority of the City Manager.

Mark Washington has served as Grand Rapids City Manager since October 2018. As City Manager, he oversees City operations, a workforce of approximately 2,700 employees, and municipal functions that include public safety, economic development, community services, mobility, infrastructure, health, environment, recreation, and community engagement.



## 03. THE COMMUNITY

Grand Rapids is one of Michigan's most dynamic and livable cities, known for its strong economy, vibrant downtown, diverse neighborhoods, and active civic life. As the second-largest city in Michigan and the seat of Kent County, Grand Rapids is home to approximately 200,000 residents and serves as the urban hub of a metropolitan region of more than one million people.

Located in West Michigan, roughly 30 miles east of Lake Michigan, Grand Rapids sits along the Grand River and has evolved from its historic roots as a center of furniture manufacturing into a modern regional economy anchored by health care, medical research, higher education, advanced manufacturing, entrepreneurship, arts, culture, and outdoor recreation. The city's Medical Mile and downtown core reflect years of major public and private investment and contribute to the region's continued growth and vitality.

Grand Rapids is also a diverse and changing community with distinct neighborhoods, strong civic engagement, and residents from many racial, ethnic, cultural, professional, generational, and socioeconomic backgrounds. Downtown Grand Rapids offers major entertainment, convention, cultural, and community venues, while signature events such as ArtPrize, the Hispanic Festival, the African American Art and Music Festival, and Grand Rapids Pride reflect the city's active community life.

Grand Rapids has recently undertaken several major projects downtown to include building a new 12,000-seat amphitheater and a stadium for a professional soccer team. Major transformation is planned along the Grand River corridor that will allow recreational water activation.

With a nationally recognized craft beer scene, strong sports culture, extensive parks system, recreation programming, trails, access to the Grand River, and proximity to Lake Michigan, Grand Rapids offers a high quality of life for residents of all ages and backgrounds.



# 04. THE POLICE DEPARTMENT



The Grand Rapids Police Department (GRPD) is a full-service, CALEA-accredited law enforcement agency. CALEA accreditation represents an independent review of the department's policies, practices, and processes against nationally and internationally recognized public safety standards. GRPD has attained CALEA certification in both law enforcement and emergency communications/911 dispatch.

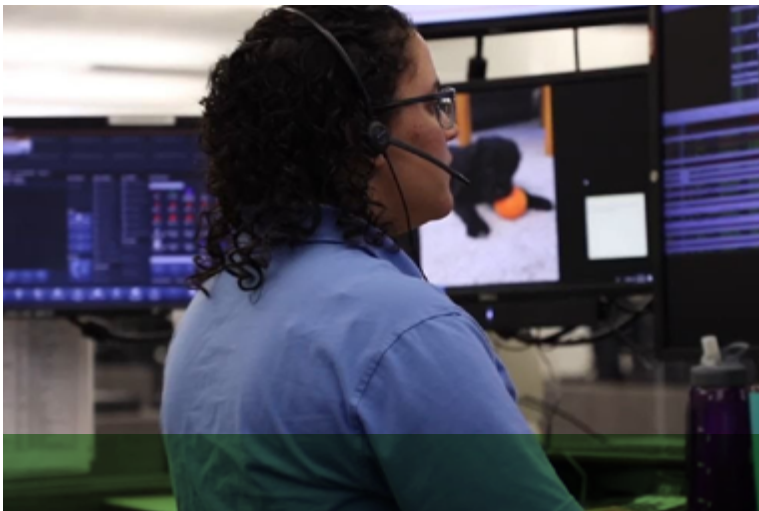
With an annual budget of \$69 million, GRPD has authorized staffing of 312 sworn officers, 56 dispatch employees and 68 other civilian employees. Department employees work within the Office of the Chief and two operational sections, each managed by a Deputy Chief and composed of several divisions:

## OFFICE OF THE CHIEF

The Chief of Police provides overall executive leadership for the department and reports to the City Manager. A Deputy Chief is currently serving as the interim police chief. GRPD's executive leadership also includes the Deputy Chief of Operations and a Deputy Chief (Acting), who oversees Administration and investigations.

## 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, Information Technology Unit, and Training Unit.

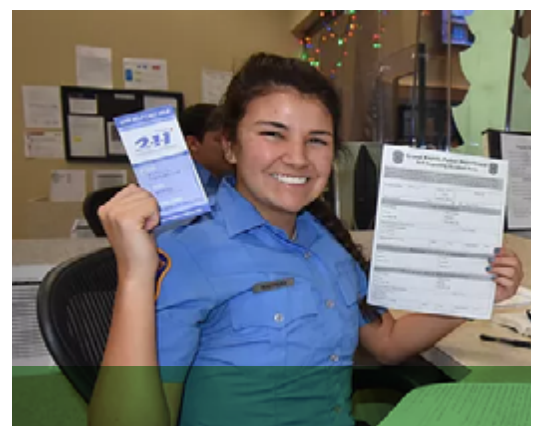




## FIELD OPERATIONS

- The **Patrol Division** is divided into five geographical service areas, each managed by a Captain. The division includes 20 sergeants, 139 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 three smaller teams to provide five-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 must be more than an effective police administrator; they must be a visible civic leader, trusted executive partner, and steady public presence who can help Grand Rapids continue building a safer, more accountable, and more connected community.**

## **CULTURALLY COMPETENT**

The new Chief will be an experienced executive who inspires confidence in the community while earning the respect of sworn and professional staff. They will be compassionate, respectful, ethical, emotionally mature, and guided by the highest level of integrity"

Grand Rapids is a diverse and changing city with distinct neighborhoods, strong civic engagement, and residents from many racial, ethnic, cultural, professional, generational, and socioeconomic backgrounds. The ideal candidate will value that diversity and have a demonstrated ability to build authentic relationships across the entire community.

The next Chief must be visible, accessible, and personally engaged in the life of the city. They will be culturally intelligent and committed to an active model of community policing that emphasizes listening, problem-solving, prevention, transparency, and shared responsibility for public safety.

## **INNOVATIVE PRACTITIONER**

The next leader will be a forward-thinking transformer capable of creating deep relationships, improving community trust maintaining departmental morale and operational excellence. The Chief will celebrate exemplary policing but also be candid to acknowledge opportunities for improvement and bold when making changes.

The Chief will lead changes that strengthen service

delivery, improve outcomes for residents, and support safe, effective, and equitable policing across all neighborhoods.

The selected candidate will be expected to quickly assess organizational strengths and challenges, engage department members and community stakeholders, and build consensus around strategies that advance the department's priorities. This work will require close collaboration with City leadership, labor representatives, neighborhood leaders, service providers, and community partners.

The Chief will also be expected to strengthen partnerships with health care, education, nonprofit, neighborhood, and service-provider organizations to support prevention, crisis response, victim services, and community-based problem-solving. The successful candidate will understand the responsible use of evolving technology and will ensure that innovation is aligned with constitutional policing, accountability, privacy, fairness, and public trust.

## **PRINCIPLED AND TRANSPARENT LEADER**

The Chief of Police will be a strong, steady, and values-driven leader who communicates clearly, consistently, and transparently with department members, City leadership, community stakeholders, and the public. The Chief must be willing to make difficult decisions, stand up for what is right, and place the long-term interests of the community and department above short-term pressures.

The ideal candidate will embody a philosophy of openness, accountability, and continuous improvement. They will set clear expectations for command staff, supervisors, officers, and professional personnel while modeling the professionalism, humility, courage, and ethical conduct expected throughout the organization.

The next Chief will understand that public accountability and constructive oversight are essential to legitimacy and trust. They must be prepared to maintain productive and professional relationships with the Office of Oversight and Public Accountability, City leadership, labor representatives, community organizations, neighborhood leaders, and residents. Above all, the Chief must be a credible relationship builder who can earn trust at all levels of the department and throughout the Grand Rapids community.

# 06. EDUCATION & EXPERIENCE

## EXPERIENCE & EDUCATION

The new Chief will possess at least ten years of progressively responsible law enforcement experience, including experience in police management, and a bachelor's degree in criminal justice or a related field or any equivalent combination of training, experience and education. Candidates must have a proven and demonstrated track record of working effectively in a culturally and ethnically diverse community.

## PREFERRED QUALIFICATIONS

A master's degree is preferred, as is executive-level training such as the FBI National Academy, Northwestern Staff and Command, SMIP, NEI, or other recognized executive-level programs.

## 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.



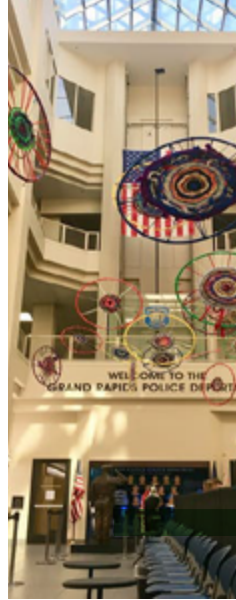
## COMPENSATION & BENEFITS

This is an at-will position. The current salary range is \$159,915 – \$206,150. Salary is complemented by an excellent benefits package, which includes: 401(a) Defined Contribution Plan, Health, Dental, and Vision Insurance, and the Retiree Healthcare Savings Program. Other fringe benefits include relocation assistance, tuition reimbursement, City Employee Home Ownership Incentive, cellphone allowance, free parking at City-owned parking facilities, a take home vehicle and other health and wellness incentives.





# 07. TO BE CONSIDERED



## 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, June 5, 2026. 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 mid-June 2026. 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 and the City's hiring process for police personnel, will follow. Ideally, the new Chief of Police will join the City of Grand Rapids in late July upon a mutually agreed-upon date.

## 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**

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

Mobile: (916) 622-5323 | Office: (916) 789-9990

**Mr. Anthony Geraci (Chief of Police, Ret.),  
Project Consultant**

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