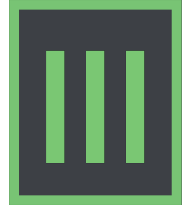


A NATIONAL SEARCH
is underway for a new Police Chief

Minneapolis, Minnesota



THE CITY OF MINNEAPOLIS, MN

A DEFINING **01.** **LEADERSHIP OPPORTUNITY**


Minneapolis
City of Lakes

Leading the Minneapolis Police Department is among the most significant executive leadership opportunities in American policing. The City of Minneapolis seeks an accomplished law enforcement executive to lead one of the nation's most recognized police departments while helping shape the future of public safety in a vibrant, diverse, and progressive community.

The next Chief will assume leadership of an organization committed to protecting life and property, reducing crime, strengthening public confidence, and delivering professional police services with integrity, accountability, and respect. Minneapolis continues to invest in public safety through organizational improvement, leadership development, technology, employee wellness, and modern policing practices designed to meet the evolving needs of both the department and the community.

The successful candidate will lead an organization committed to continuous improvement while overseeing implementation of the Minnesota Department of Human Rights Settlement Agreement and the City's commitment to implementing the reforms outlined in the proposed federal consent decree agreement. Success will require thoughtful leadership capable of balancing organizational change, operational effectiveness, employee engagement, constitutional policing, and a relentless focus on public safety.

This position offers the opportunity to build upon the strengths of an outstanding organization while shaping its future. The City seeks a principled leader with exceptional executive ability, unquestioned integrity, sound judgment, and the character to inspire confidence among employees, elected officials, community partners, and the residents of Minneapolis.

THE GOVERNING STRUCTURE

02.

The City of Minneapolis operates under an Executive Mayor–Legislative Council form of government. The Mayor serves as the City’s chief executive officer and works collaboratively with the thirteen-member City Council to establish policy and strategic direction for municipal government.

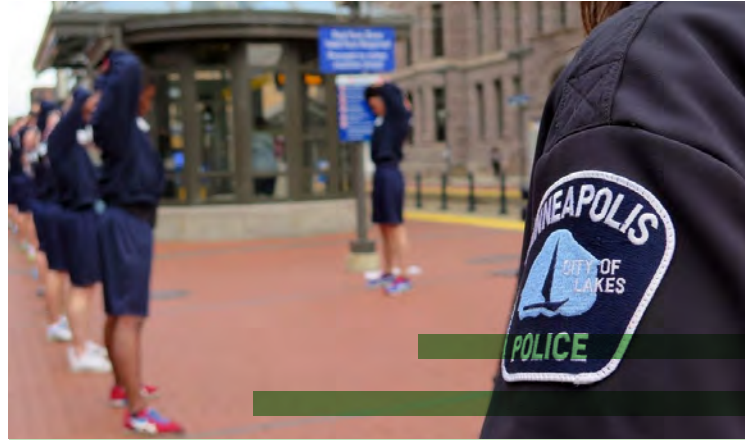
With approximately 4,300 employees and an annual operating budget exceeding \$2 billion, the City delivers a comprehensive range of municipal services to residents, businesses, and visitors.

The Minneapolis Police Department is a division of the Office of Community Safety and collaborates closely with Fire, Emergency Communications (911), Emergency Management, Neighborhood Safety, and numerous local, regional, state, and federal

partners to provide coordinated public safety services. The Chief of Police serves as a senior executive within this structure and reports to the Commissioner of Community Safety, who oversees the City’s public safety portfolio.

As one of the City’s senior executive leaders, the Chief of Police plays a vital role in advancing public safety priorities while fostering collaborative relationships throughout City government and the community.





03. THE COMMUNITY

Located along the Mississippi River, Minneapolis is Minnesota's largest city and the economic, cultural, and educational center of the Twin Cities metropolitan region.

Home to approximately 425,000 residents across nearly 59 square miles, Minneapolis combines the amenities of a major metropolitan area with vibrant neighborhoods, nationally recognized parks, outstanding educational institutions, and a diverse and resilient economy.

The City is home to numerous Fortune 500 companies, internationally recognized healthcare systems, major universities, thriving arts and entertainment districts, professional sports franchises, and one of the nation's premier park systems.

Minneapolis is recognized for the diversity of its people, neighborhoods, cultures, and perspectives.

The City values inclusion, innovation, civic engagement, and collaborative problem-solving while striving to ensure that every resident feels safe, respected, and connected to the community.

Minneapolis offers an exceptional quality of life, but not everyone experiences the City the same way. Some community members face higher levels of crime, economic hardship, and housing instability. The next Chief must understand these differences and work with residents, community organizations, and City partners to provide effective and responsive public safety services throughout Minneapolis.

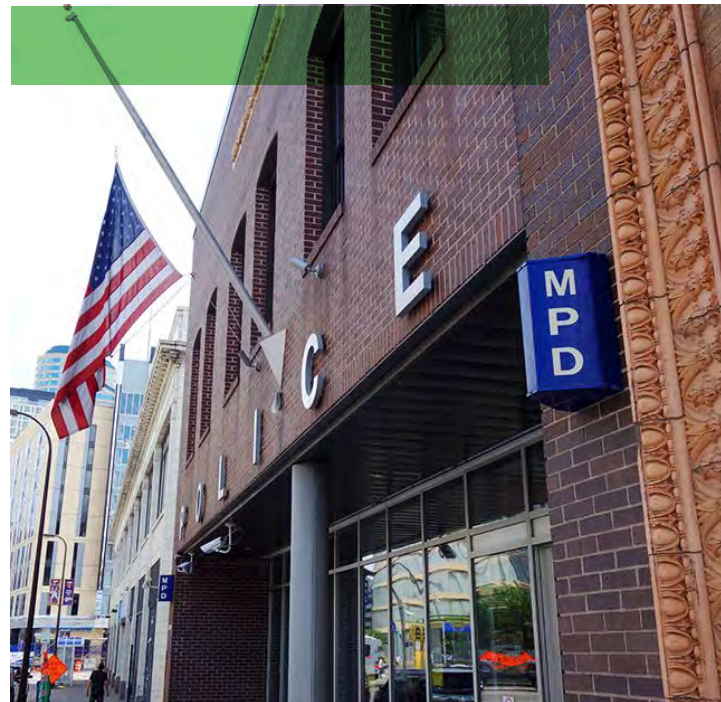
THE POLICE 04. DEPARTMENT

Established in 1867, the Minneapolis Police Department is the largest municipal law enforcement agency in Minnesota and provides comprehensive police services twenty-four hours a day throughout the City.

The department operates with an annual budget of approximately \$229 million and an authorized workforce of 969 employees, including 731 sworn positions (638 sworn officers currently employed).

The Chief leads an organization responsible for patrol operations, criminal investigations, specialized operations, professional standards, training, technology, intelligence, administrative services, and community engagement. Police services are delivered through five geographic precincts supported by an experienced executive leadership team responsible for overseeing the department's daily operations.

The department continues to strengthen recruitment and retention, invest in leadership development, modernize technology, enhance officer wellness, improve operational effectiveness, and reinforce a culture grounded in professionalism, accountability, constitutional policing, and exceptional public service.



THE POSITION PROFILE -

CHIEF OF POLICE

05.

Character and Integrity

The City seeks a Chief whose integrity is beyond question and whose leadership is defined by professionalism, fairness, accountability, humility, and service. The successful candidate will lead by example, establish clear expectations, communicate openly, and foster an environment where ethical decision-making, mutual respect, and accountability are expected throughout the organization.

Organizational Leadership

The next Chief must understand that organizational excellence begins with people. The successful candidate will create an environment where employees are respected, supported, appropriately challenged, and empowered to make sound decisions, take ownership of their work, and succeed. Improving morale, strengthening trust within the organization, and establishing a culture of respect, accountability, professionalism, and shared leadership from the top will be central responsibilities of the next Chief.

Recruitment, retention, leadership development, succession planning, employee wellness, professional growth, and effective communication will remain central priorities in building and sustaining a stable, high-performing organization. The Chief will reinforce a culture where accountability, collaboration, continuous learning, and empowered decision-making are embraced at every level.

The Chief will maintain a visible presence throughout the department, recognize employee accomplishments, encourage innovation, seek meaningful input from employees, and develop future leaders capable of sustaining organizational excellence for years to come. Through consistent engagement and authentic leadership, the Chief will cultivate a workplace where employees are invested in the department's mission and committed to delivering exceptional service to the community..



Operational Leadership

Operational credibility is essential. The successful candidate must possess extensive executive leadership experience and a deep practical understanding of modern policing, including patrol operations, criminal investigations, emergency management, organizational leadership, strategic planning, and collaborative problem solving. The next Chief should demonstrate credible insight into patrol-level realities and day-to-day operational impacts, whether gained through substantial field experience or through sustained engagement with officers and supervisors responsible for frontline operations. Additionally, the ideal candidate should have a strong understanding of administrative oversight, including how operations connect to the department's budget. The effective use of technology, data-informed decision-making, evidence-based policing, and sound management principles will be essential to improving organizational performance while maintaining a balanced policing philosophy that emphasizes constitutional policing, proactive crime reduction, procedural justice, community engagement, and operational effectiveness.

Leading Through Change

The Minneapolis Police Department continues to build upon significant organizational improvements designed to strengthen accountability, reinforce constitutional policing, modernize operations, and enhance public confidence. The successful candidate will continue advancing implementation of the Minnesota Department of Human Rights Settlement Agreement while carrying forward the City's commitment to implementing the reforms outlined in the proposed federal agreement.

Success will require a leader capable of implementing organizational changes while maintaining operational effectiveness and supporting employees. The next Chief must strengthen public trust and reinforce a culture committed to professionalism, transparency, continuous learning, equity and exceptional service. These efforts will increase organizational respect and credibility.

Community Leadership

The Chief will maintain meaningful relationships throughout Minneapolis by engaging openly with residents, neighborhood organizations, businesses, educational institutions, faith communities, advocacy organizations, elected officials, and public safety partners. Strong working relationships must also be built and sustained across City government and among local, regional, and state public safety partners in support of coordinated, effective service delivery.

The successful candidate will understand that trust is earned through visibility, accessibility, consistency, honesty, and respectful service.

The City seeks a leader who communicates candidly, listens thoughtfully, explains decisions clearly, and demonstrates an unwavering commitment to fairness, accountability, and public service. The next Chief will bring a leadership style that is respectful, relatable, and steady.

A Lasting Legacy

Ultimately, the City seeks more than an accomplished law enforcement executive. It seeks a principled leader who understands that organizational success is built upon trust, integrity, accountability, and service. The next Chief will help shape the culture of the Minneapolis Police Department by strengthening relationships within the organization, fostering productive partnerships across City government, engaging openly with the community, and reinforcing an environment where employees are valued, expectations are clear, and accountability is embraced at every level.

In doing so, the successful candidate will build a department culture marked by respect, internal confidence, and shared purpose. Through thoughtful leadership, sound judgment, and an unwavering commitment to constitutional policing and public safety, this leader will have the opportunity to guide one of America's most recognized police departments leaving a legacy of professionalism, organizational excellence, and public confidence.





QUALIFYING CRITERIA 06.

The successful candidate will possess a distinguished record of progressively responsible law enforcement leadership, including significant executive-level experience within a complex policing organization. The City seeks an accomplished executive with demonstrated success leading organizational change, managing large and diverse workforces, overseeing substantial budgets, and directing complex, multi-divisional operations. Experience implementing effective crime reduction strategies, advancing constitutional policing, strengthening organizational accountability, fostering collaborative community partnerships, and developing high-performing leadership teams will be essential. Demonstrated success improving organizational culture, employee engagement, and workforce stability will be highly valued.

Exceptional written, verbal, and interpersonal communication skills are expected. Completion of nationally recognized executive leadership programs, such as the FBI National Academy, the National Executive Institute (NEI), the Police Executive Leadership Institute (PELI), or PERF's Senior Management Institute for Police (SMIP), is preferred.

A bachelor's degree from an accredited college or university is required. A master's degree in criminal justice, public administration, business administration, organizational leadership, or a closely related field is preferred. Candidates must be licensed or eligible for licensure as a Minnesota Peace Officer through the Minnesota Board of Peace Officer Standards and Training (POST) in accordance with Minnesota law.

The ideal candidate will possess the executive presence, strategic vision, political acumen, and collaborative leadership skills to lead one of the nation's most visible municipal law enforcement agencies. They will build trust with elected officials, City executives, employees, labor partners, community stakeholders, and regional public safety partners while fostering a culture of respect, accountability, service, and operational excellence.



COMPENSATION AND BENEFITS

The City of Minneapolis offers a highly competitive executive compensation package commensurate with qualifications and experience. The salary range for this position is \$289,941 to \$340,938 annually; placement within the range will depend on the selected candidate's qualifications and experience. A comprehensive benefits package includes retirement, health insurance, paid leave, professional development opportunities, and other executive benefits.

NOMINATION AND APPLICATION PROCEDURES

07.



TO APPLY

The position will remain open until filled. Candidates are encouraged to apply early, with initial review anticipated on August 31, 2026. Electronic submittals should be directed to apply@publicsectorsearch.com and should include a compelling cover letter, a comprehensive résumé, and a list of professional references. Only the most highly qualified candidates will be invited to participate in the selection process.

APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.
www.publicsectorsearch.com

Ron Walsh, Senior Consultant
City Manager / Chief of Police (Ret.)

ron@publicsectorsearch.com

(916) 789-9990 – office | (516) 672-5031 – cell

The City of Minneapolis is an Equal Opportunity Employer.



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