The Community

Shawnee, Kansas, is the third largest city in Johnson County and offers a safe and friendly community lifestyle with easy access to two interstate highways (I-35 & I-435). Located approximately 10 miles southwest of downtown, Kansas City, Missouri, Shawnee is an attractive and inviting place to live, work, and visit. Shawnee has a small town feel, a sense of history, and a strong appreciation for quality of life. Visibility and convenience are major attributes of our community as well as the variety of housing opportunities and two top-rated school districts. In addition to the excellent municipal services, residents enjoy a well-rounded business community. Shawnee is a thriving community with award-winning parks, recreational opportunities, accredited public safety programs, and a healthy business community. Incorporated in 1856, Shawnee has grown into a vibrant city of 66,839 residents.

The Organization

The 2020 annual budget for the City is $83 million with a staff of 354 FTEs. The City enjoys a high degree of public involvement and collaboration on its boards, commissions, and advisory groups within the City. Shawnee operates under the Mayor/Council/Manager form of government established by Charter Ordinance. The Mayor is elected at large and eight Council members are elected, two for each ward. The City Council sets the policy direction for the City, incorporating public input received directly from local citizens and several Council-appointed boards, commissions, and advisory groups. The Council appoints the City Manager to function as the Chief Administrator of the City, providing leadership and guidance.

The Management Team is comprised of the City’s department directors who enjoy cooperative and effective working relationships.

City Departments Include:
- City Manager’s Office
- Community Development
- Finance
- Fire
- Information Technology
- Parks & Recreation
- Police
- Public Works

Police Chief

First Review of Application Materials: January 10, 2020

The City of Shawnee is seeking an experienced and passionate leader to serve as Police Chief, replacing the incumbent who is retiring after 29 years of service. The successful individual must be a strong and visionary leader who is team-oriented, possesses exceptional communication skills, and utilizes a management style that supports mutual trust and openness among all levels of the Department’s operations, from line level to command staff, sworn, and non-sworn personnel. The Police Chief will be a key member of the City’s leadership team possessing highly developed and polished technical, communication and presentation skills with an ability to perform well under pressure and meet deadlines. The successful candidate will have in-depth knowledge and experience in the management of municipal police departments, especially those providing a high level of community engagement and advanced crime prevention and problem solving practices.

“Serving our Community with Purpose and Care”
The Department

The Shawnee Police Department is a progressive department dedicated to providing excellence in public safety to the community through superior service and community involvement. Department personnel are expected to perform their duties with a high degree of professionalism, dedication, teamwork and integrity. The Police Department is fully accredited through CALEA and has 97.5 sworn officers and 22 civilian positions. The Department's budget is $17 million and is divided into three major divisions: Patrol, Support Services and Administration. There are a number of specialized units including: Traffic, Investigations, K-9, Criminal Interdiction, School Resource Officers, Community Outreach Relations and Engagement (CORE), and a Tactical Team. Shawnee has a stable department staffed by high quality professionals who take pride in their work. The City’s crime rate is relatively low with a 2019 ranking as Kansas’ 8th Safest City.

The Position

The Police Chief is a key member of the City’s management team. Priorities of the Police Chief include:

- Managing the operational and strategic needs of the Department and reinforcing positive attributes while strengthening and enhancing operations, programs, and services as needed.
- Supervising the development and administration of the Department's annual budget. Forecasting costs for staffing, equipment, materials and supply needs. Implementing procedures to monitor department expenditures.
- Initiating and ensuring development and continued upkeep of comprehensive Department policies and procedures. Ensuring policies are researched and implemented as guided by legal and professional trends.
- Planning, directing and evaluating the functions of the Police Department to ensure efficient and effective delivery of services. Responsive to community inquiries and requests for police services.
- Maintaining effective and collaborative relationships with neighboring jurisdictions.
- Serving as a resource to the City Manager, City Council, various boards, and City staff in all areas of law enforcement to address issues, identify solutions, and support the needs of the community.

Ideal Candidate

The ideal candidate will be forward-thinking and visionary in the field of law enforcement with the experience and confidence to effectively address and speak to issues of inclusion, diversity, social equity, and biased based policing. The successful candidate must place a high priority on effective community outreach and engagement while leading a professional law enforcement agency engaged in proactive community policing. He/she must be approachable, responsive, accountable, and friendly. The individual will be open to new ideas and technologies. He/she must demonstrate an ability to solve problems creatively, collaboratively and practically. He/she will value transparency, but must also understand its limits in a law enforcement setting. The Police Chief must understand the political nature of the job without being directly involved in politics. He/she must be a strong and visible leader, one who truly enjoys being a part of the community, both professionally and personally.
Requirements

▪ Bachelor's Degree from an accredited college or university with major course work in criminal justice, law enforcement, public administration or a related field. A Master's Degree is preferred.

▪ A minimum of ten years of increasingly responsible law enforcement experience is required, with five years of progressively responsible experience in executive management of a police department.

▪ Ability to meet Kansas State law enforcement certification requirements within a reasonable time period.

▪ United States Citizenship.

▪ If hired from outside of the Kansas City metropolitan area, relocation to Shawnee will be required within one year of employment.

Compensation & Benefits

Hiring Salary Range: $130,000 - $160,000

The City of Shawnee offers a comprehensive benefit package including: Medical, dental, vision, life insurance, short term disability, Kansas Police and Fire (KP&F), City supplemental retirement plan, deferred compensation, vacation, sick leave, parental leave, educational reimbursement and an employee assistance program. The City is an employee friendly work environment.

The City of Shawnee is an equal opportunity employer committed to a diverse workforce.

Please apply online at www.governmentresource.com/currentsearches

For more information on this position contact:
Lissa Barker, Senior Vice President
Strategic Government Resources
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City of Shawnee, Kansas  Police Chief

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