

CHIEF OF POLICE

BLOOMINGTON, MINNESOTA

The City of Bloomington seeks to hire an inclusive and visionary leader to serve as its next Chief of Police. The Bloomington Police Department has a long history of being a leader in Minnesota law enforcement and has one of the most wide-ranging and sophisticated service capabilities of any Department in the state. The successful candidate will bring not only technical skill and knowledge in the areas of policing and community relations but, most importantly, the emotional intelligence, leadership qualities, and cooperative team skills necessary to advance the City's vision of a High Performing Organization.



ABOUT THE CITY OF BLOOMINGTON

Located just south of the Twin Cities of Minneapolis and St. Paul, Bloomington is a thriving community of approximately 90,000 residents and the fourth largest city in the state. Home to Mall of America and adjacent to Minneapolis-St. Paul airport, Bloomington is both an employment and hospitality hub for the region.

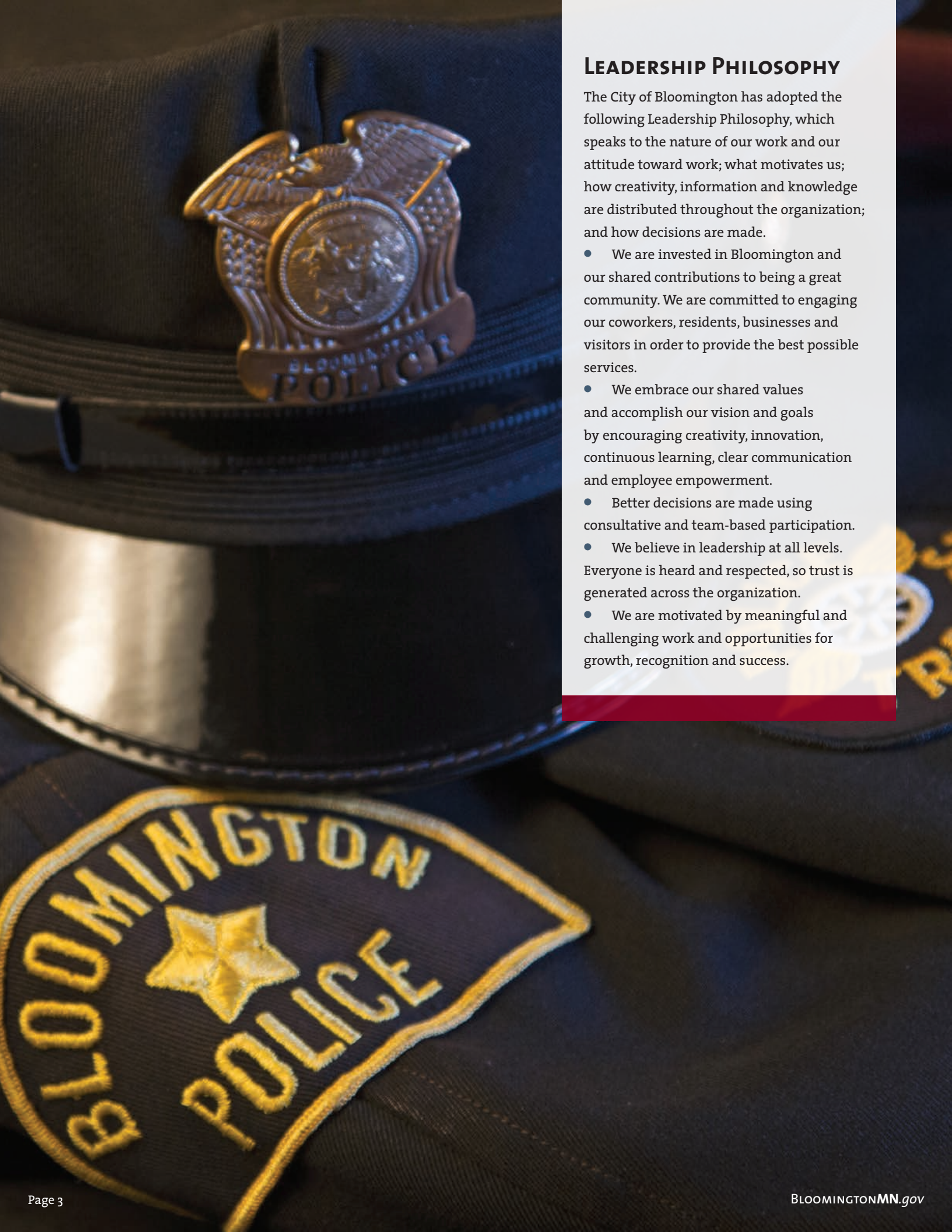
The City's 10 departments deliver the full scope of municipal services, with a full-time staff of approximately 565 employees. The City is governed by a seven-member City Council and operates under a Council-Manager form of government. The City governance has a long history of stability. The current City Manager has been in his role for nearly seven years, and is only the third City Manager in over 50 years.



CITY CULTURE

The City of Bloomington is embracing High Performing Organization (HPO) concepts. City Manager Jamie Verbrugge and the Executive Leadership Team are working to develop a culture that builds leaders at all levels and actively engages and empowers employees. The concept of HPO reaches beyond the employees to engaging with the public as well. The City wishes to partner with the community by seeking continuous input on the direction of the City. The Police Chief will be expected to play an integral role in developing and nurturing the HPO culture and community outreach as a member of the Executive Leadership Team. The City Manager also looks to the Police Chief to be an active participant in policy formation and strategic thinking. The new Police Chief is encouraged to continue the practice of being an innovative leader in the community.





LEADERSHIP PHILOSOPHY

The City of Bloomington has adopted the following Leadership Philosophy, which speaks to the nature of our work and our attitude toward work; what motivates us; how creativity, information and knowledge are distributed throughout the organization; and how decisions are made.

- We are invested in Bloomington and our shared contributions to being a great community. We are committed to engaging our coworkers, residents, businesses and visitors in order to provide the best possible services.
- We embrace our shared values and accomplish our vision and goals by encouraging creativity, innovation, continuous learning, clear communication and employee empowerment.
- Better decisions are made using consultative and team-based participation.
- We believe in leadership at all levels. Everyone is heard and respected, so trust is generated across the organization.
- We are motivated by meaningful and challenging work and opportunities for growth, recognition and success.

ABOUT THE BLOOMINGTON POLICE DEPARTMENT

Bloomington Police has forged a culture and mission that is deeply woven into the fabric of the community. The Department has embraced changes to ensure police are community partners who are committed to the highest standards of law enforcement while connecting and encouraging the most vulnerable. Several programs reflect the Department's focus on building relationships and equity such as the Joint Community Police Partnership (JCPP). JCPP is a program in partnership with Hennepin County that is designed to enhance relationships between police and the community; specifically with immigrants, people of color, indigenous people, and faith communities. The Multicultural Advisory Committee, a volunteer committee representative of the community designated to provide feedback on the Police Department's operations and programs, is a key component of the JCPP. The Pathways to Policing Program is a nationally recognized collaboration with other agencies designed to remove barriers for nontraditional candidates who are interested in pursuing a career in law enforcement.

The Department is a leader in adapting policing practices that enhance community confidence and support, being quick to add body worn and squad car cameras, making community engagement a police norm, establishing equity in policing, and embedding social workers to name a few.

STAFFING

In 2021, Bloomington's Police Department has an authorized staff of 157 full-time employees, of which 123 are sworn officers, working in the following Divisions:

- Administration
- Civilian Services
- Investigations
- Patrol
- Professional Standards
- Special Operations

BUDGET

For 2021, the Department's financial resources include a \$28.2 million General Fund budget in the areas of Police Administration, Police Operations, and Police Support.

CULTURE

The Department is best described as a team that prides itself on excellence in policing. The officers on the street, the investigators, the special operations units, and the civilians in dispatching and support, all aspire to be on the cutting edge of public safety and service. The staff is close and long tenured. They do all aspects of the job in an authentic way, not as a task they need to follow. They have a well-developed sense of mission and highly value their training, skill, and professionalism.



MAJOR OPPORTUNITIES AND PRIORITIES

MOVING FORWARD

The Department wants to maintain a reputation of being both connected to and a protector of the community. The team wants to leave no doubt that they are committed to keeping crime out of Bloomington while elevating the community partnerships that build trust. The Police Department has long enjoyed strong community support and hopes to broaden that support so they can continue to evolve and keep modernizing the Department for the betterment of the community and officers.

POSITION CHALLENGES

Policing across the country is a difficult job and is often unappreciated. The Department realizes the stresses related to the job and is placing emphasis on the mental health of all the staff. The Department will need to continue to adapt policing practices that reflect redevelopment and a changing demographic.

POSITION PRIORITIES

The first actions of the Police Chief will be to learn the Department, organization, and community. Officers place a high value on having a relationship with leadership in the Department, and knowing that leaders understand them and the challenges they face. The City Council expects the Department to continue hiring and developing the most talented police professionals, equitably serving the community, and innovating. The community wants to feel safe and to trust the Department.

Some immediate internal steps suggested by Department and City personnel include::

- Get to know all Department personnel and establish regular updates to the entire Department.
- Learn the specific operations of the Divisions within the Department and provide support and leadership.
- Encourage Department staff to interact more and have a common understanding of basic strategic initiatives, goals and priorities of the City.
- Get to know and understand the work culture of the Executive Leadership Team and City Council.
- Assist the Department to fully integrate the philosophies and practices of HPO and to connect its work to the organization's vision and values.
- Assist the organization in its implementation of the Racial Equity Business Plan and to support an inclusive culture that values and advances racial equity.



POLICE CHIEF

REQUIRED SKILLS AND EXPERIENCE

Candidates with a minimum of 10 years of law enforcement and 5 years of progressively responsible leadership experience are considered ideal for the position. It is essential for the Chief to have experience and knowledge in the areas of patrol and administration, and highly desired to have experience in community relations, investigations, and special operations. Experience being persuasive and influential with a governing board, body, or leadership team and soliciting community engagement are also necessary. However, the most important hiring consideration will be the individual's emotional intelligence and leadership qualities.

LEADERSHIP CHARACTERISTICS

The City is seeking a Chief who is approachable and open-minded. Someone who understands and embraces the idea of being present when needed on the street. The new Chief will be confident, have excellent communication skills, and can build community within the Department and throughout the City. Some of the desired qualities of the next Chief include:

- Be a trusted role model for the officers and the community.
- Be authentic, strong and firm while demonstrating compassion and patience when dealing with people.
- Be balanced in approach as cop, teacher, coach, mentor, and strategic partner
- Be politically savvy without being political.
- Be proactive in the community.
- Be actively learning, thinking, changing, and renewing (individually and organizationally) to stay on the "leading edge."
- Be actively enabling, engaging, empowering, and energizing staff and the community.
- Be deliberate in identifying structural barriers, implications, and adverse equity impacts when developing or reviewing policies, projects, activities, and interactions with stakeholders.
- Be cooperative with others; develop and maintain respectful and effective working relationships with diverse coworkers and community members; consistently bring a high level of self-awareness and empathy to all personal interactions.

The new Police Chief will be considered an integral part of the community who will engage the Mayor and Council, staff, public and community groups. The new Chief should embrace the idea of empowerment, learning, and team-oriented solutions.

The City is specifically seeking:

- A proactive visionary who thinks globally, sees the big picture, and serves as a leader worthy of the respect of the community, staff, and coworkers.
- A personable individual with excellent communication skills and the ability to facilitate dialogue.
- A respectful, approachable leader who listens carefully and thoughtfully to others.
- A leader who will persuade and support colleagues to seek and engage in equitable practices, and who will model equitable practices to promote and prioritize diversity, equity, and inclusion.
- An effective manager able to offer and execute practical ideas while fostering a climate/culture of innovation.
- A person of empathy who is a good listener, shows compassion, and creates an inclusive environment that values everyone.

COMPENSATION

Anticipated starting salary of \$148,000-\$172,000, depending on qualifications. Position includes comprehensive insurance, pension and paid time-off benefits.

TO APPLY

The recruitment for Bloomington Police Chief is being coordinated by Dr. Richard Fursman. Submit resume and cover letter to: richard.fursman@hue.life

Deadline for applications is December 14, 2021. First interviews are anticipated to be conducted the week of January 20, 2022.