

THE CITY OF
COLUMBUS

ANDREW J. GINTHER, MAYOR



City of
Columbus, Ohio
**Department
of Public Safety**



**POLICE
CHIEF**

Recruitment Services Provided by Ralph Andersen & Associates



ABOUT COLUMBUS, OHIO

The City of Columbus is one of the fastest growing major cities in the country and offers the amenities of a big city with the accessibility, charm, and community of a mid-sized city. As the 14th largest city in the United States with an estimated population of nearly 900,000 spread over 225 square miles Columbus boasts the renowned Columbus Zoo, top-notch culinary, fashion, music and entertainment, exciting Ohio State football and professional sports such as the NHL's Columbus Blue Jackets. With a vibrant entrepreneurial spirit, burgeoning downtown, and a diverse array of welcoming neighborhoods, the City of Columbus enjoys a tradition of working across the entire community.

Dynamic Communities

The region offers a wide variety of housing options, from charming historic neighborhoods and downtown lofts to new suburban developments and multi-acre living. Nearly 70% of Columbus residents earning the median income can afford home ownership – an incredible number compared to Chicago's 47% or New York's 57%.

Diverse, Strong Economy

Columbus ranks 7th in economic strength among the 102 largest metropolitan cities in the country. Columbus benefits from a dynamic, yet stable, economy, with a collaborative business environment earning it recognition as one of the top metros for job creation. As an emerging tech city, its research and technology institutions attract the brightest minds from around the world. In fact, the City of Columbus is one of a handful of the largest U.S. cities to receive a AAA bond rating from all three bond rating agencies.

Arts and Culture

Fueled by a workforce more educated than the national average, Columbus has an energy that radiates throughout thriving industries, communities, and educational institutions. Art lovers will savor the collections at the Columbus Museum of Art and revel in Gallery Hop, a monthly celebration of culture in the Short North Arts District.



Education

The Columbus region's K-12 education options include U.S. News & World Report top-ranked high schools as well as U.S. Department of Education Blue Ribbon schools. The region has excellent public schools, 140 private institutions, and 54 higher education campuses with nearly 150,000 college students.

Highlights

- A Top 50 Cities in America city (Bloomberg Businessweek)
- One of the Top 7 Intelligent Communities in the World (Intelligent Communities Foundation)
- Cost of living is 11% lower than the national average
- Ranked #9 Best City for Young Professionals (Forbes.com)
- Ranked 1st in the nation for public library system, museum of art, zoo and aquarium, and COSI science center
- Number 2 best city in the nation for African American families
- Top 10 best city for female entrepreneurs
- 120 miles of bike lanes, paths, and trails

Learn more about Columbus at www.experiencecolumbus.com

CITY GOVERNANCE STRUCTURE

Columbus has a strong mayor form of government with a 7 member city council. Columbus Mayor Andrew J. Ginther was elected the 53rd mayor of the City of Columbus on November 3, 2015 for a four-year term. He is currently unopposed for re-election in November 2019. The Columbus Police Chief is appointed by and reports to the Public Safety Director, who serves at the pleasure of the Mayor. The City of Columbus provides a full array of municipal services with a total budget for FY2019 of \$1.85 billion and more than 8,077 full-time employees.

COLUMBUS DIVISION OF POLICE

The mission of the Columbus Division of Police is to reduce crime and serve the community through fair, quality policing. The Division's vision is to be a leader in law enforcement through strong community partnerships, professionally developed employees, enhanced technology, and strategic and succession planning. The Division's goals are to 1) reduce crime, 2) strengthen community trust and relationships, and 3) achieve organizational excellence. The Division is currently supported by approximately 2,240 full-time equivalent employees (1,900 budgeted sworn) and a FY 2019 budget of just under \$343 million. The Division covers 20 precincts across the greater Columbus metropolitan area and receives and processes approximately 623,000 emergency and 568,000 non-emergency calls for service per year. The command staff includes six Deputy Chiefs and is functionally organized into six subdivisions. The subdivisions include Public Accountability, Patrol Operations, Special Operations, Criminal Investigations, Community Services, and Support Services. The Division has been CALEA accredited since 1999 and in 2017 received the Accreditation of Excellence Award.



AN OUTSTANDING OPPORTUNITY

A national search is underway to attract highly-qualified candidates to apply to lead the Columbus Division of Police. Recent events around the country have underscored the need for, and importance of, lasting collaborative relationships between police and the community. City of Columbus leadership is eager to make comprehensive and positive changes that build both community trust and ensure public safety; with strong civic and community support, meaningful changes are underway. Columbus seeks a proven reform-minded leader with top-notch communication skills, the utmost in ethical standards and a commitment to transparency who will thrive in this dynamic organization. Top candidates will have a stellar career history with experience successfully managing organizational changes and advancing collaboratively crafted, comprehensive reforms as typified by those recommended by the President's 21st Century Policing Task Force. The City of Columbus is considered one of the most ethnically and culturally diverse cities in the nation and the successful candidate will have the opportunity to engage with Columbus' many neighborhoods, from its youth to its senior population, and will be committed to building trust among all residents. This inspiring and transformative leader will understand the various community policing models and will implement strategies that help reduce crime and violence while ensuring a culture of fair and principled policing that meets the service needs of the community.

POLICE CHIEF

The Police Chief serves as the Chief Executive Officer of the Division of Police and is directly responsible for the administration, efficiency, and general conduct of all Division community policing, law enforcement, and holistic crime prevention activities. Additional responsibilities include policy development, program planning, fiscal management, and administration/operation of the six Division subdivisions. The Chief is expected to lead with integrity and have exceptional communication skills and to work closely with and under the guidance of the Mayor and Public Safety Director. The Chief will also serve as the primary spokesperson to the public and the media.

Specific responsibilities include:

- Formulates, implements, and communicates Division Mission and Vision Statements, Rules of Conduct, Directives, policies, and procedures aligned with the mission and vision of the Public Safety Director to govern and lead the activities of the Division;
- Directs the preparation, review, and update of long-range and strategic plans;
- Develops and implements plans to increase diversity so that the Division's workforce better reflects the community;
- Actively engages with Division personnel, residents, community group members, businesses, and non-profit leaders to build rapport, cooperation, and open lines of communication;
- Acts as a spokesperson for the Division for critical events; provides media with information at news conferences and uses social media and other means to promote awareness and provide transparency;
- Reviews data, reports, analyses, and other materials to manage risks and deter threats;
- Creates and implements a staffing plan for the assignment of personnel throughout the organization designed to address current crime trends, improve the safety and quality of life of the residents of Columbus, and respond to emergencies and events;
- Ensures Division training programs meet State requirements and the needs of all personnel: by teaching superior officer safety tactics, by using the latest best practices and techniques, by emphasizing constitutional policing, and through the proper and efficient use of equipment and technology;
- Responds to emergency situations when on or off duty; leads in times of crisis; takes command at major events when necessary or ensures proper authority is delegated to on-scene incident commanders;
- Directs, supervises, and evaluates assigned staff; handles employee concerns and problems; directs work, counsels, disciplines, and completes performance appraisals;
- Confers with City officials and residents on issues related to policing operations and policies and assists with the development of municipal ordinances;
- Assists and coordinates with other governmental law enforcement and private agencies to collaborate, maximize mutual aid, and promote the effectiveness of the criminal justice system in the region;
- Mentors and coaches the executive staff consisting of Police Deputy Chiefs and Police Commanders;
- Monitors overtime usage and maintains adherence to the established budget; and
- Recommends priorities for capital improvement projects and major equipment purchases.

THE IDEAL CANDIDATE

The next Police Chief will be well-versed in community-oriented policing and problem solving, have a proven reputation for being accessible and transparent, and have a reputation for building partnerships between the Division and the community to address crime and quality of life challenges. She or he will be a communicative, confident, collaborative, and decisive leader with proven cultural sensitivity and competency, political acumen, good judgment, astute self-awareness, strong professional presence, and an inspiring demeanor to move the Division forward. The ideal candidate will be a reform-minded leader who conveys an effective command presence and has outstanding people and management skills. The ideal candidate will be capable of inspiring trust and confidence in all of Columbus' diverse communities, as well as earning the respect and confidence of both sworn and civilian employees. Lastly, the next Police Chief will be expected to work collaboratively with other City departments.

The ideal candidate will:

- Possess a passion for public service and public safety as well as positive futures for all Columbus residents;
- Exhibit exceptional leadership and people skills; the ability to work with and establish relationships with a wide-range of stakeholder groups, strategic partners, elected officials, colleagues, and the media;
- Have demonstrated the ability to hold others to values characterized by a commitment to integrity, honesty, transparency, humility, proactivity, innovation, equity, compassion, service excellence, and responsive leadership;
- Have extensive knowledge of large, complex urban environments and a demonstrated commitment of equitably serving, recruiting minority candidates, and working with all spectrums of multi-racial, multi-cultural, multireligious, and socioeconomically diverse communities;
- Exhibit outstanding communication skills; being hands-on, open, and receptive to working with people to create and sustain an environment of trust and respect;
- Possess the ability to be politically and technologically savvy, and have the ability to receive constructive criticism;
- Demonstrate the ability to make decisions based on facts and merit; and
- Display a demonstrated commitment to community-oriented policing and problem solving, staff development, and morale building to set a positive tone within the Division.

EDUCATION AND EXPERIENCE

Education and Experience – For internal candidates this position requires a Bachelor's degree and one year of service in the Columbus Division of Police as a permanent appointee in the class of Police Deputy Chief or five years with any combination of service as a permanent appointee in the class of Police Commander and/or Police Deputy Chief. For external candidates comparable experience elsewhere is required. A valid motor vehicle operator's license is also required for all candidates. It is desirable that candidates have previous experience as a Police Chief in an organization of comparable size and complexity to Columbus. Lastly, it is desirable that candidates have a minimum of 10 years experience as a law enforcement officer.



OPOTA Certification Required – The selected candidate will also be required to successfully complete all Ohio Peace Officer Training Academy certification requirements within the first year of employment. Peace officers from other states may be eligible for reciprocity/credit for previous training that can be applied to Ohio’s peace officer requirements.

Desirable Residency– Upon hire, residency within the corporate limits of the City of Columbus is highly desired.

Final Selection and Appointment – The search committee, Mayor, and Public Safety Director will identify the final candidate, for appointment by the Public Safety Director, based on a combination of education, experience, and credentials that best fit the needs of the City of Columbus.

Probationary Period – There is a first year 365-day probationary period. After the successful completion of this probationary period, this position is protected for the next four years, with the City having the option to re-appoint the incumbent for one additional five-year period. Once the initial 365-day probationary period is successfully completed, an incumbent can only be terminated for cause.

DIVERSITY AND INCLUSION

Since taking office in January 2016, Mayor Andrew J. Ginther has been consistent in his priority to make Columbus America’s Opportunity City. The City is investing in neighborhoods throughout Columbus, and is especially focused on its Opportunity Neighborhoods – Franklinton, Hilltop, Linden, Near East, Northland, Near South, Southeast, and Northeast – by building on their greatest assets, the people who reside there. The Columbus Division of Police plays a vital role in Mayor Ginther’s vision for Columbus and its residents.

The ideal candidate must champion the value of diversity and embrace Mayor Ginther’s high standard for the role of diversity and inclusion at the City. Columbus embodies an inclusive mindset that unites the community and the City has made tremendous gains



in its inclusion work. But Mayor Ginther views this work as just the start and knows that city government can do more to ensure that city employees and contractors reflect the diversity of Columbus. The Police Chief is a key partner in advancing the Mayor’s commitment to diversity within and outside of the Division.

COMPENSATION AND BENEFITS

A competitive compensation package, with excellent benefits, will be offered for this executive position.

THE SELECTION PROCESS

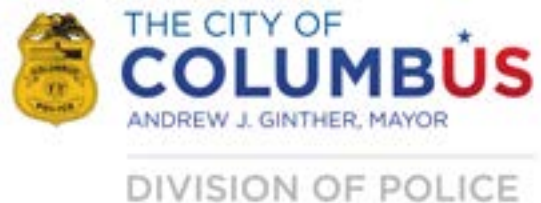
Interested candidates may apply by sending their resume, cover letter, salary history, and six professional references to Ralph Andersen & Associates via apply@ralphandersen.com.

Candidates are requested to submit materials prior to **October 14, 2019**. Candidates may be asked to complete a series of written responses for further evaluation and possible presentation and submit a summary of career accomplishments as part of the final steps of the selection process. Ideally, the selected candidate will join the City of Columbus at a mutually agreed upon date.

Interested individuals should be aware that Ralph Andersen & Associates will work closely with the City throughout this process to ensure confidentiality to the fullest extent possible. References will not be contacted until mutual interest has been established. If you have questions or would like to discuss this opportunity further, please call Mr. Robert Burg at (916) 630-4900.

Notice: In accordance with Ohio law, all applications and resumes for public positions are a matter of public record and will be disclosed to the media or public upon proper request. Serious candidates are encouraged to discuss their interest with the Search Firm, Ralph Andersen & Associates, in advance of submitting their qualifications. Please call Robert Burg to schedule a confidential telephone appointment to discuss this career opportunity.

The City of Columbus is an equal employment opportunity employer and encourages all qualified individuals to apply for this exceptional career opportunity.



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