



City of Lawrence  
KANSAS

## Chief of Police

Apply by March 20, 2017

Lawrence, Kansas is a diverse and multifaceted city that provides many of the amenities of a large metropolitan area, while still maintaining a strong sense of community. Located in Northeast Kansas, Lawrence is just 45 minutes west of Kansas City, and 30 minutes east of Topeka, the state capital. Lawrence offers a rich and fascinating history, a wide range of exciting cultural experiences, nationally recognized educational institutions, and some of the most unique and enjoyable shopping opportunities in the Midwest.

Lawrence possesses all of the aspects of a friendly, active and culturally diverse community. With a population of approximately 98,000, Lawrence offers the perfect combination of small-town hospitality and big-city attractions. Lawrence lays claim to its share of national recognition and historical significance.

Lawrence is also home to two universities: the University of Kansas and Haskell Indian Nations University. Approximately 28,000 students attend KU, which is ranked as one of the nation's most beautiful campuses. Haskell Indian Nations University is the nation's only inter-tribal university for Native Americans, representing more than 150 tribes from all across the country.

Lawrence was founded on the banks of the Kansas River in 1854. The City Commission's five-member board is elected

at-large. The City Commission hires a City Manager to administer programs and policies of the City Commission. The City has a 2017 budget of \$191 million. The City employs approximately 840 full-time employees. The Chief of Police reports directly to the City Manager and is responsible for a department of 153 sworn staff, 33 civilian staff and an operating budget of \$23.4 million.



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Lawrence takes great pride in its Police Department; the 2015 citizen's survey shows citizens 89% satisfied or very satisfied with the public safety services, 17% higher than the national average with 80% of citizens reporting satisfaction with the professionalism of police officers.

The newly selected Chief of Police will be responsible for implementing the mental health squad, working with the Community Advisory Board to work on relations between the community and the Police Department, and developing a long-term plan for police facilities.

The new Chief, as part of the Executive team, will also work to implement the City's new strategic plan, which is currently being developed.



## The Ideal Candidate

The City of Lawrence is looking for a dedicated public service professional with extensive experience in law enforcement. Candidates must be committed to building and strengthening relationships, both internally and externally.

The City of Lawrence, Kansas is seeking a Chief of Police to oversee police administration, patrol, investigations, and training and operations for the Lawrence Kansas Police Department. The ideal candidate will be innovative, have excellent integrity and will be experienced in providing quality leadership. The Chief of Police will be responsible for aspects of the Lawrence Kansas Police Department, will serve as a member of the executive team, and will report directly to the City Manager. Key responsibilities of this position include strategic planning for both the Police Department and as part of the City Manager's Executive Team, for the City. Duties include managing all Police Department services and activities including: preservation of law and order, protection of life and property, regulation of traffic, apprehension, arrest and detention of criminals, and the maintenance of police records. In addition, the Chief of Police will also analyze data, prepare reports and make recommendations for continued improvement of the department. The successful candidate must have excellent communication skills and the ability to build long-term relationships.

The ideal candidate will face a number of challenges. Managing the ever-changing needs of law enforcement with limited growth in available resources will require keen prioritization skills and the ability to professionally advocate for appropriate response levels. The need and desire for transparency and openness to the public remains an important value for the community and the police department. Ensuring accountability for personnel and resources while maintaining the necessary law enforcement performance will be an important skill for the new Chief of Police.

The new Chief of Police will be expected to be well versed in innovative best policing strategies, technology and practices with skills to implement appropriate deployment within Lawrence's expectations. Strong knowledge of regional and national law enforcement trends and practices will be an expectation of the new Chief. The ability to maintain and enhance strong ties with all segments of the Lawrence community will be an important attribute of the selected candidate.

The new Chief of Police must excel as an effective communicator and act as a liaison with numerous local, state and federal officials. Building and enhancing relationships with other law enforcement jurisdictions will remain an important priority for the Lawrence Police Department. Understanding and responding to the special law enforcement needs and requirements associated with higher education institutions will require attention and focus for the new Chief of Police. Strong professional relationships with other area law enforcement agencies – at the city, county, university, state, and federal level – are also a top priority.

*The new Chief of Police  
must excel as an  
effective communicator*



## Chief of Police, Lawrence, Kansas Police Department

**Starting Salary:** Salary will be at or above \$120,000 annually, depending upon qualifications and experience. Applicants are encouraged to communicate any salary expectations in their cover letters.

**Qualifications:** Equivalent to a bachelor's degree from an accredited college or university with major coursework in Law Enforcement, Political Science, Public Administration or a closely related field and ten years of increasingly responsible experience in municipal police work, to include demonstrated experience in an administrative and management/command capacity. Master's degree is preferred. Advanced training such as the Southern Police Institute, FBI National Academy, State Law Enforcement Command Academy or equivalent is required. The successful candidate must establish permanent residence within the incorporated boundaries of the City of Lawrence, Kansas within the first six (6) months after date of employment. The candidate must be in possession of, or have the ability to obtain, a valid Kansas driver's license and within one year of hire, an appropriate certification as a peace officer in the State of Kansas. Must pass extensive background check, post-offer physical and drug screening.

### Benefits:

Health, Dental and Life Insurance: Single premium paid by the City. Various dependent coverage levels available.

Vacation: 12 days per year (Plus 2 days Personal Leave)

Holidays: 9 days per year

Retirement: Kansas Police & Fire Retirement System (KP & F)



### Application Information

**Must submit application, resume, and cover letter online by Monday, March 20, 2017.**

**Web site:** [www.lawrenceks.org/jobs](http://www.lawrenceks.org/jobs)

We consider applicants for all positions regardless of race, sex, religion, color, national origin, age, ancestry, sexual orientation, gender identity, or disability.

**Contact Information:** Cynthia Colbert, Recruiter | 785-832-3209 | [ccolbert@lawrenceks.org](mailto:ccolbert@lawrenceks.org)

## ***About the Lawrence Police Department***



The men and women of the Lawrence Police Department strive to provide the citizens of Lawrence with the most community focused, efficient and effective police service available within resources provided.

The department is led by the Chief of Police and six captains who are responsible for the management of the department's divisions. The Lawrence Kansas Police Department has an operating budget of \$23.4 million. The 2017 budget provides for a staff of 154 sworn officers and approximately 33 civilian staff. The Lawrence Police Officers Association represents sworn detectives and officers within the city.

Staff members are expected to set the tone of professionalism, integrity, hard work and receptivity to change. It is expected that the department's divisions stress the responsibility of all employees to be accountable to the department and the community for all his/her actions.

The department actively promotes continuing education to maximize training opportunities of its officers, command staff and civilian employees.

### ***Five Guiding Principles of the Lawrence Police Department***

The Lawrence Police Department has identified and targeted five new, yet traditional, goals as paramount objectives to measure police conduct.

**WE EXIST TO SERVE THE COMMUNITY** - If there is one point the residents of any community must know about their law enforcement officers, it is that the entire department exists to be of service to them one hundred percent of the time. Officers who deal with difficult, antagonistic, and dangerous situations sometimes forget the real reason for the existence of a police agency.

**WE BELIEVE IN THE PERSONAL TOUCH** - Each individual with whom the department deals must be made to feel he or she is receiving the utmost in personal attention and service, no matter the circumstances. We create a satisfied citizen because our actions are made with intelligence and professionalism.

**WE ARE FAIR BUT FIRM** - When we are fair but firm, we earn respect and understanding. We need not apologize for crime fighting activities. However, we must realize even those we arrest must be treated fairly. When we are clear and concise in our words and actions, we can promote police conduct that is responsive and sensitive to the needs of the community.

**HOW WE GET THE JOB DONE IS AS IMPORTANT AS GETTING THE JOB DONE** - Getting the job done right is dictated by all of the aforementioned points. By serving the community with a fair but firm personal touch, we are able to complete any and all tasks in a highly professional, reasonable, and effective manner.

**WE REPRESENT CIVILITY AND ORDER IN A CHANGING WORLD** - Law enforcement officers wear uniforms and badges, carry firearms, nightsticks, radios, and respond to emergencies with red lights and sirens. But society does not entrust us with this equipment and strong legal powers to be over-reactive, impolite, arrogant, or emotional. We must perform these awesome tasks with traditional standards of civility and orderliness in the performance of our duties which sometimes contrasts to our ever-changing world.

