



Acting/Interim Police Chief

Milwaukee Police Department

Application period is from January 12, 2018 to January 19, 2018

The Fire and Police Commission (“FPC”) seeks a current sworn member of the Milwaukee Police Department (“MPD”) with the experience and educational background to serve on a waiver basis as Acting/Interim Police Chief to effectively plan, direct, organize, and coordinate the city’s comprehensive police services and law enforcement programs, including, but not limited to, operations, strategic development, training, implementation and evaluation, inter-bureau and inter-agency coordination, inter-governmental relations, communications and patrol; and foster cooperative working relationships with community groups and other agencies and provide responsive and complex support to the FPC. The Acting/Interim Chief will ensure that the organization and its functions are integrated into a strong, sustainable infrastructure that supports the MPD’s national reputation as a leader in the provision of quality public safety services.

PURPOSE

- Reporting to the Fire and Police Commission, the Acting/Interim Chief provides leadership by executing the MPD’s mission and core values through daily operations, policies, procedures, effective communication and constructive interpersonal relations.

IDEAL ACTING/INTERIM POLICE CHIEF QUALIFICATIONS

The ideal candidate will possess the following minimum requirements:

- At least two (2) years of executive leadership experience in the Milwaukee Police Department serving as a current or former Captain or above.
- A minimum of ten (10) years of experience in law enforcement.
- Bachelor’s Degree from an accredited college or university in Criminal Justice, Public Administration or Business Administration or a related field.
- Citizen of the United States; and lives within the jurisdictional boundaries of the City of Milwaukee.
- Graduate degree in a related field is preferred.

- Completion/graduation from FBI National Academy, Northwestern Police Command School Southern Police Institute or a comparable course of study is preferred.
- Certified by the Wisconsin Law Enforcement Standards Board.

NOTE: *The Board may consider equivalent combinations of training and experience in lieu of the above on a case by case basis.*

KNOWLEDGE, SKILLS, ABILITIES AND OTHER CHARACTERISTICS

- Management and administrative skills, including organizing and coordinating the activities of a large, complex organization, planning, delegating, setting goals and objectives, and maintaining fiscal responsibility.
- Strong leadership skills, including the ability to command respect, motivate subordinates, maintain department morale, foster teamwork and cooperation, and empower managers in command staff.
- Impeccable integrity, ethics and proven history of values-based leadership.
- Extensive knowledge of 21st-century policing administration and technology, including crime prevention and crime reduction strategies; community policing and problem oriented policing strategies.
- Skill in motivating and developing staff and in identifying the best use of departmental resources.
- Innovative decision-making and problem-solving including problem analysis, judgment, decisiveness and logic.
- Demonstrated commitment to community outreach and partnerships, accessibility, cultural sensitivity and diversity.
- Strong communication skills, including oral communication, written communication and oral presentation.
- Effective interpersonal skills, including the ability to establish and maintain cooperative and effective working relationships with the FPC, residents, community groups, the media, government officials, and community leaders.

Reasonable accommodations requested by qualified individuals with disabilities will be made in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008.

CONDITIONS OF EMPLOYMENT

- The candidate selected for this position must pass an updated background examination prior to appointment, must have the necessary and current security access.

THE CURRENT SALARY RANGE (4RX)

The Pay Range for Acting/Interim Chief is at the Assistant Chief of Police level- \$103,841.14 - \$145,381.08.

THE SELECTION PROCESS

The Acting/Interim Chief of Police will be selected by the Board of Fire and Police Commissioners on a waiver basis until a permanent Chief is selected for a renewable term of office consistent with City of Milwaukee Code and State Law. Candidates for Acting/Interim Chief of Police may also apply for the permanent Chief position when it is posted.

The recruitment for this temporary appointment is being conducted internally within the MPD only. Initial screening will be based on an evaluation of each applicant's experience, professional accomplishments, and education. **All resumes and answers to the question posed must be appropriately filed and will be reviewed and evaluated.** The FPC reserves the right to call only the most qualified candidates for further consideration in a manner to be determined by the board. The most qualified candidates will be invited to participate in further screening, which may include, but is not limited to: oral interviews; writing exercises; updated background investigations; management assessment; medical examination and drug screen; or, an updated psychological evaluation.

Selection will be job-related and information from the selection process will be used to make an appointment decision.

Specifically, evaluations will include consideration of the following:

- Balance between the traditional policing tasks of crime investigation and constituent response with the modern philosophy of crime-prevention through collaborative-centered community and problem-oriented policing practices.
- Commitment to the continuing development of a department that understands and represents the Milwaukee community through effective recruitment and outreach.

- Assurance of consistent and open communication within the department itself, between districts and through the ranks, as well as between the department, government and community stakeholders.
- Empowerment of department Captains to speak openly and transparently with the FPC and community members.
- Commitment to improving the morale of the department by providing members with clear and consistent leadership, support, training and development.
- Plans to use technology and best practice research to address emerging local crime problems before they become crises.
- Receptiveness to constituent concerns and respectful communication with the public.

APPLICATION PROCEDURE

Beginning on Friday, January 12, 2018, applicants may submit a cover letter and resume listing education, experience and accomplishments. Additionally, candidates shall provide answers to the following question not to exceed five pages total, double-spaced and type written, 12 pt. font.

- What is your proposed 100-day transition plan, assuming an appointment date of February 16, 2018? Please be specific in describing the challenges you anticipate and your proposed methods to meet those challenges.

Interested individuals must submit a resume and a letter of interest by email to Executive Director MaryNell Regan at [REDACTED]. Please indicate Acting/Interim Chief of Police in the subject line. Questions may be directed to Director Regan by e-mail or by telephone at 414-286-5000. **The deadline for submission of application materials is midnight, 12:00 a.m., on January 19, 2018.**

NOTE: Names of candidates may be subject to disclosure.