

# TOL

City of Toledo



## Chief of Police



# TO PROTECT AND TO SERVE



Recruitment Services Provided by Ralph Andersen & Associates

# AN OUTSTANDING OPPORTUNITY

CITY OF TOLEDO, OHIO



A national search is underway to attract the next Chief of Police to lead the Toledo Police Department (TPD) in Toledo, Ohio, with the highest levels of professionalism, integrity, transparency, and accountability.

Toledo is seeking a proven community-minded leader with recognized communication skills, the utmost integrity in ethical standards, and a commitment to transparency who will thrive as the leader of this dynamic organization. Top candidates will have a stellar public safety career 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. This 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.

Recent events around the country have underscored the need for, and importance of, lasting collaborative relationships between police and the community. The City of Toledo's Mayor and leadership are eager to make meaningful, evidence-based changes that enhance community trust and public safety. With strong civic and community support, positive changes are already underway. The City of Toledo is ethnically and culturally diverse, and the successful candidate will have the opportunity to engage with Toledo's many neighborhoods, from its youth to its senior population, and will be committed to building trust among all residents.



## ABOUT TOLEDO, OHIO

Founded in 1837 and the County seat for Lucas County, Toledo (pop. 272,779) is the fourth largest city in the State of Ohio and covers 84 square miles. Located along Lake Erie and bisected by the Maumee River, Toledo offers the amenities of a metropolitan area and is home to a regional population of 601,000. The City is centrally located within the Great Lakes region and is one hour from Detroit, ninety minutes from Cleveland, two-and-a-half hours from Columbus, and approximately four hours from Chicago, Cincinnati, Indianapolis, and Pittsburgh. Toledo has a high confluence of major roads and railways, including Interstates 75, 280, 90, and U.S. Routes 23, 24, 20, 223, and 6. The Eugene F. Kranz Toledo Express Airport is just west of the City, and Amtrak is located near downtown. Detroit Metropolitan Airport is located less than an hour away.

Toledo boasts a nationally recognized zoo, a world-class art museum, and excellent parks systems. The Toledo Zoo has been ranked first in the nation. The Toledo Museum of Art, which houses a vast collection of modern and Renaissance work, has been ranked as the best museum in Ohio. You can also find the National Museum of the Great Lakes in Toledo, located along the beautiful Maumee River. The City also offers an abundance of outdoor recreation and sports. The City is recognized as a Tree City USA and has recently expanded access to parks and natural areas, including the Glass City Metro Park on the riverfront. Toledo is home to the world-famous Toledo Mud Hens Triple-A minor league baseball franchise, which plays in one of the top-ranked minor league stadiums in the country. The City also annually hosts the Marathon Classic Tournament, an LGPA Golf Tournament. In 2021 Toledo hosted the Solheim Cup, the world's largest professional golf tournament.

# ABOUT TOLEDO, OHIO *CONTINUED*

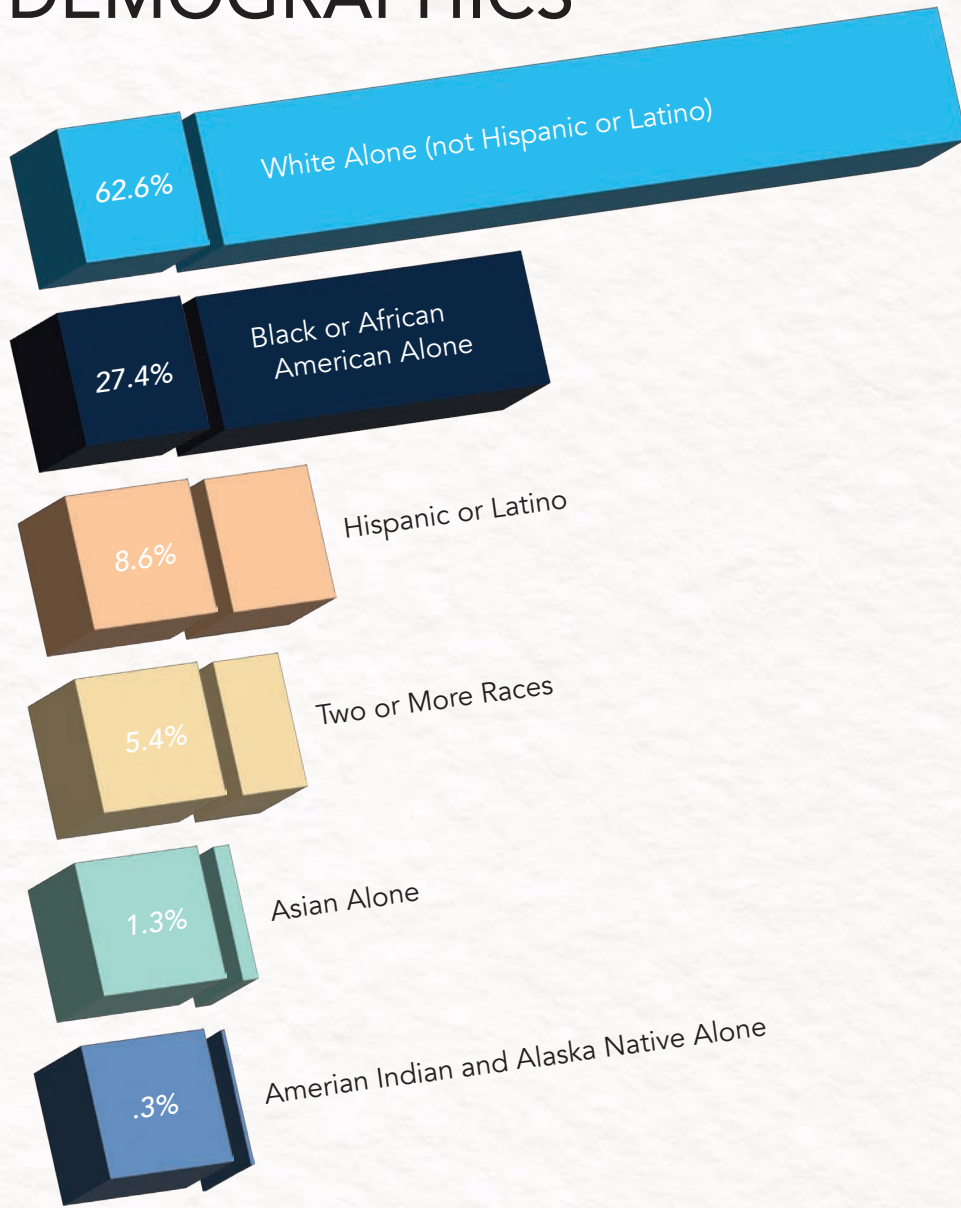


Exceptional educational opportunities are also available. Besides an extensive public school system and private education choices, secondary education opportunities are numerous. There are 33 schools of higher education within 50 miles of Toledo, accounting for one of the highest concentrations in the United States. With an enrollment of nearly 193,000 undergraduate and graduate students in regional universities and colleges, Northwest Ohio offers a comprehensive selection of higher education programs, including nationally recognized schools of engineering, pharmacy, education, business, law, and medicine.

Toledo is well known for its Industry. Toledo is the home of the Jeep and the center of the automobile industry. Toledo is nicknamed “The Glass City” thanks to Owens Corning, Owen Illinois, and Libby Glass. Toledo is now at the heart of the New Manufacturing Economy, which is entrepreneurial in spirit. ProMedica, a non-profit regional healthcare system, is headquartered in downtown Toledo. The Toledo area recognizes and celebrates this spirit. Toledo is the perfect place to increase your opportunities – this area has talent, capital, and networks. In 2020, Toledo was ranked first in the nation for economic development among mid-sized cities by Site Selection Magazine. Toledo was also ranked first in the nation for its commitment to environmental, social, and governance goals related to sustainability. According to a U.S. News World Report, Toledo was listed in 2021 among the best U.S. cities to live and retire.

Toledo is a vibrant and diverse community. Generations of the region’s residents recognize the Toledo area’s extraordinary mixture of opportunity, culture, affordability, accessibility, and beauty and are dedicated to creating deep, lasting roots here. The cultural and social investments that were made in the past continue to welcome new generations today. Toledo is a great place to work, play, and raise a family. There is something for everyone in Toledo, and its citizens will welcome you and your family with open arms.

# DEMOGRAPHICS



Population:



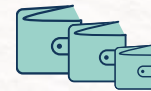
272,779

Square miles:



84.0

Median Home Value:



\$80,800

Median Household Income:



\$37,752

# THE CITY OF TOLEDO GOVERNANCE

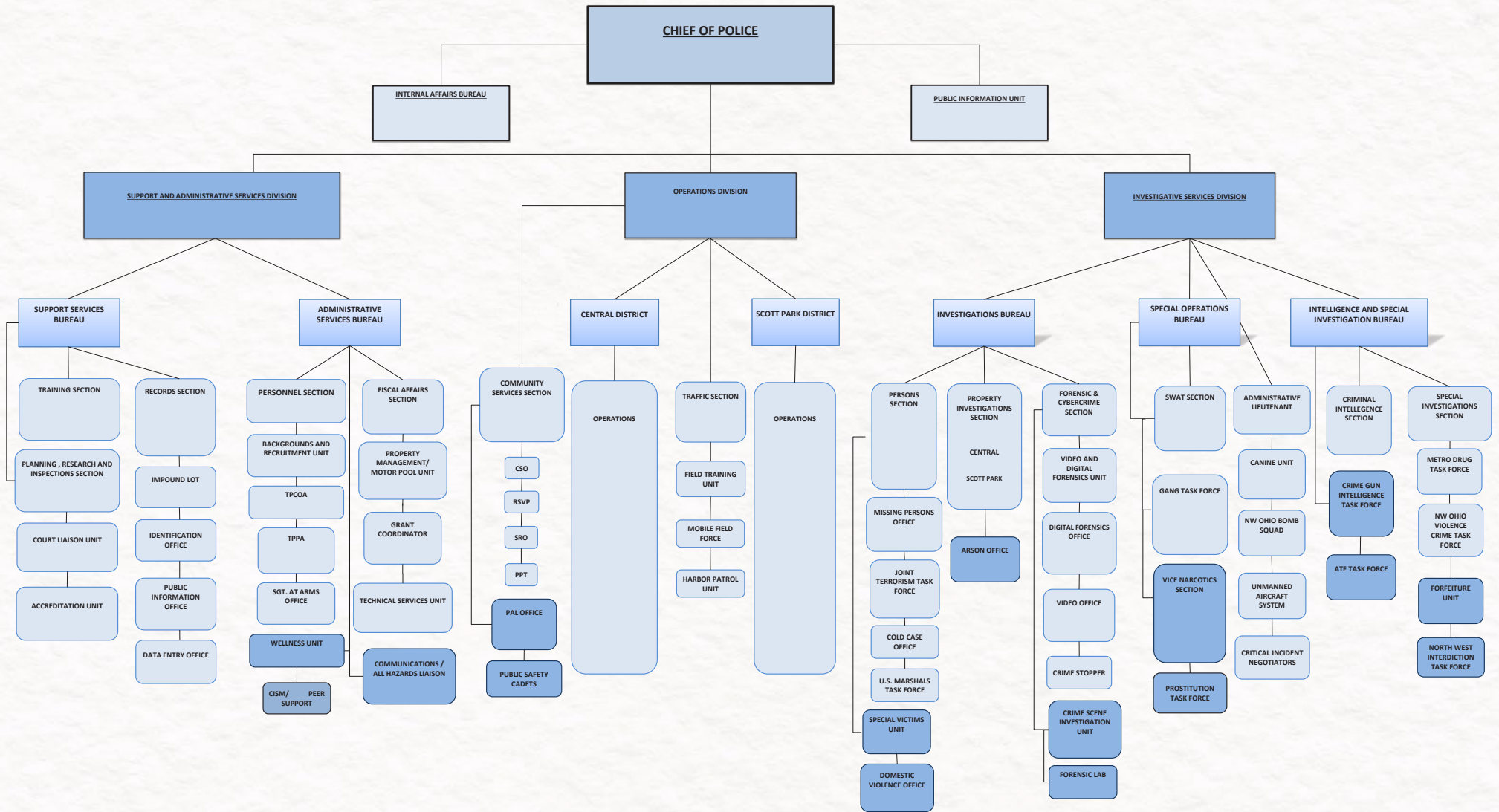


The City is governed by the Mayor and City Council with the assistance of various departments, agencies, and commissions. Mayor Wade Kapszukiewicz was sworn in as the 58th Mayor of Toledo on January 2, 2018, and was elected for a second term which began in 2021. Toledo City Council is the legislative branch of the City Government and operates in accordance with the provisions of the Charter of the City of Toledo, first adopted by the voters in 1914 and amended by the voters from time to time. Legislative authority in the City is vested in a twelve-member Council. Six members of the Council are elected at-large and six from districts, all for four-year terms. The Council is authorized to enact ordinances and resolutions relating to City service, tax levies, appropriating and borrowing money, licensing and regulating businesses and trades, and other municipal activities. The Council also has the authority to fix the compensation of City Officers and employees. The

City has more than 2,600 employees and an annual budget of approximately \$251 million. The Mayor appoints the Chief of Police, who is responsible for all day-to-day operations of the Toledo Police Department.



*The mission of the Toledo Police Department is to work in partnership with the community to preserve life, enforce the law, provide quality services, reduce the fear of crime, and promote joint problem solving for safe, secure neighborhoods.*



Toledo Police Department September 2022



# THE TOLEDO POLICE DEPARTMENT

The mission of the Toledo Police Department (TPD) is to enhance the quality of life in the City of Toledo by working in partnerships with the community to preserve life, enforce the law, provide quality services, reduce the fear of crime, and promote joint problem-solving for safe, secure neighborhoods. Currently serving the TPD are 628 sworn officers and 58 civilian full-time professional support staff for a total allocation of 686. The Department is funded with a 2023 annual budget of \$79,406,227.



## CHIEF OF POLICE

The Chief of Police serves as the Chief Executive Officer of the Police Department and is directly responsible for the administration, efficiency, and general conduct of all Department community policing, law enforcement, and holistic crime prevention activities. Additional responsibilities include policy development, program planning, fiscal management, and administration/operation of the three Department subdivisions. The Chief is expected to lead with integrity, have exceptional communication skills, and 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, with communications support from the police PIO and the Mayor's Office.



## Specific responsibilities include:

- ❖ 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 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;
- ❖ Monitors overtime usage and maintains adherence to the established budget;
- ❖ Recommends priorities for capital improvement projects and major equipment purchases;
- ❖ Formulates, implements, and communicates Department mission and vision statements, rules of conduct, directives, policies, and procedures aligned with the mission and vision of the Mayor and Public Safety Director to govern and lead the activities of the Department;
- ❖ Directs the preparation, review, and update of long-range and strategic plans;
- ❖ Develops and implements plans to increase diversity so that the Department's workforce better reflects the community;

# CHIEF OF POLICE

## CONTINUED

- ❖ Actively engages with Department 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 Department 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, analysis, 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 Toledo, and respond to emergencies and events;
- ❖ Ensures Department training programs meet State requirements and the needs of all personnel: by teaching superior officer safety tactics, using the latest best practices and techniques, 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; and
- ❖ Assumes duties, responsibilities, and authority of the Public Safety Director in his absence as assigned.

# THE IDEAL CANDIDATE

**The ideal candidate will be a reform-minded leader who understands the challenges of policing in today's society; conveys an effective command presence; and has outstanding leadership, people, and communication skills.** The ideal candidate will be capable of inspiring trust and confidence in all of Toledo's diverse communities and will work to earn respect and confidence from both sworn and civilian employees. The next Chief of Police will be expected to work collaboratively with Police Unions and other City departments.

The next Chief of Police 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 Department and the community to address crime and quality of life challenges. The next Chief 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 Department forward.

## The ideal candidate will:

- ❖ Have extensive knowledge of complex urban environments and a demonstrated commitment to equitably serving, recruiting minority candidates, and working with all spectrums of multi-racial, multi-cultural, multireligious, and socioeconomically diverse communities;
- ❖ Exhibit outstanding communication skills; be hands-on, open, and receptive to working with people to create and sustain an environment of trust and respect;
- ❖ Have demonstrated the ability to hold others accountable to values characterized by a commitment to integrity, honesty, transparency, humility, proactivity, innovation, equity, compassion, service excellence, and responsive leadership;
- ❖ 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;
- ❖ Display a demonstrated commitment to community-oriented policing and problem-solving, staff development, and morale-building to set a positive tone within the Department;
- ❖ Possess a passion for public service and public safety as well as positive futures for all Toledo residents; and
- ❖ 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.

# EDUCATION AND EXPERIENCE

**Education and Experience** – Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

- ❖ **Education:** Equivalent to graduation from a four-year college or university with major course work in criminology, law enforcement, social science, public administration, or a closely related field is desirable. Master's degree is desired but not required.
- ❖ **Experience:** At least five (5) years of Command level experience at the rank of Police Sergeant. Candidates should have experience working with Police Unions, developing and utilizing key performance indicators, and building diverse workforces. Graduation from a police leadership development program is desired.

**OPOTA Certification Required** – The selected candidate will 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 Toledo is highly desired but not required.

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



# COMPENSATION AND BENEFITS



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

[www.toledopolice.com](http://www.toledopolice.com)

# THE SELECTION PROCESS

Interested candidates may apply by sending their resume, cover letter, and six professional references to Ralph Andersen & Associates via [apply@ralphandersen.com](mailto:apply@ralphandersen.com).

Candidates are requested to submit materials prior to **Monday, January 30, 2023**. 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 Toledo 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 or Heather Renschler 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. Should you have any questions, please call Robert Burg to schedule a confidential telephone appointment to discuss this career opportunity.***

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