



ELK RIVER, MINNESOTA POLICE CHIEF



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Are you an experienced law enforcement executive who is passionate about positively impacting the lives of others? Come help shape the future of the largest city in Sherburne County, Minnesota!

Elk River, MN (Population 27,232) is seeking an exceptional leader to serve as Chief of Police. The city desires a forward-thinking leader with a demonstrated commitment to community-oriented policing and a track record of ethical and effective management.

Elk River is a vibrant and growing community located approximately 35 miles northwest of Minneapolis, MN and 20 miles southeast to St. Cloud, MN. Known for its beautiful natural surroundings and its designation as Minnesota's Energy City, Elk River offers a high quality of life with excellent schools, parks, and recreational facilities. The city prides itself on being a safe and welcoming place to live, work, and visit.

As the largest city in the county and the Sherburne County seat, it is ranked 37 of the 907 in population in the State of MN. The city covers an area (42.33 square miles) and is located at the convergence of the Mississippi and Elk Rivers. Since its incorporation in 1881, transportation has played a significant role in the growth of this business-friendly community. Located on US Highways 10, 169 and Minnesota 101, and in close proximity to Interstate 94 and MSP International Airport, makes us the ideal address for outward-migrating companies from Minneapolis, St. Paul, St. Cloud and beyond.

Elk River also offers a wealth of housing opportunities, from new construction to century-old colonials, you'll find homes of all styles and price ranges which drives our thriving and diverse population. Elk River is a diverse, culturally rich community with safe neighborhoods and high-quality schools.





THE COMMUNITY

Elk River stands out for its rich blend of natural beauty, with numerous parks, lakes, and rivers, alongside many cultural and civic events and premier shopping destinations in the region. The area typifies a "community of communities," each showcasing a unique history.

The community thrives as a vibrant locale that balances the appeal of urban diversity, culture, and excitement with the tranquility of rural settings and country living. Moreover, consistent rankings by the FBI place it as one of the safest U.S. cities for population its size, further emphasizing the secure and inviting community atmosphere cherished by residents.

Home to one of the most extensive road networks in the state, Elk River plays a crucial role in commerce, which extends throughout the state and region. The past decade has seen a considerable influx of companies and growth within its local business community, attracted by the city's economic activities, welcoming atmosphere, and skilled labor pool—highlighted by the growth in residential development, business expansion and a thriving downtown.

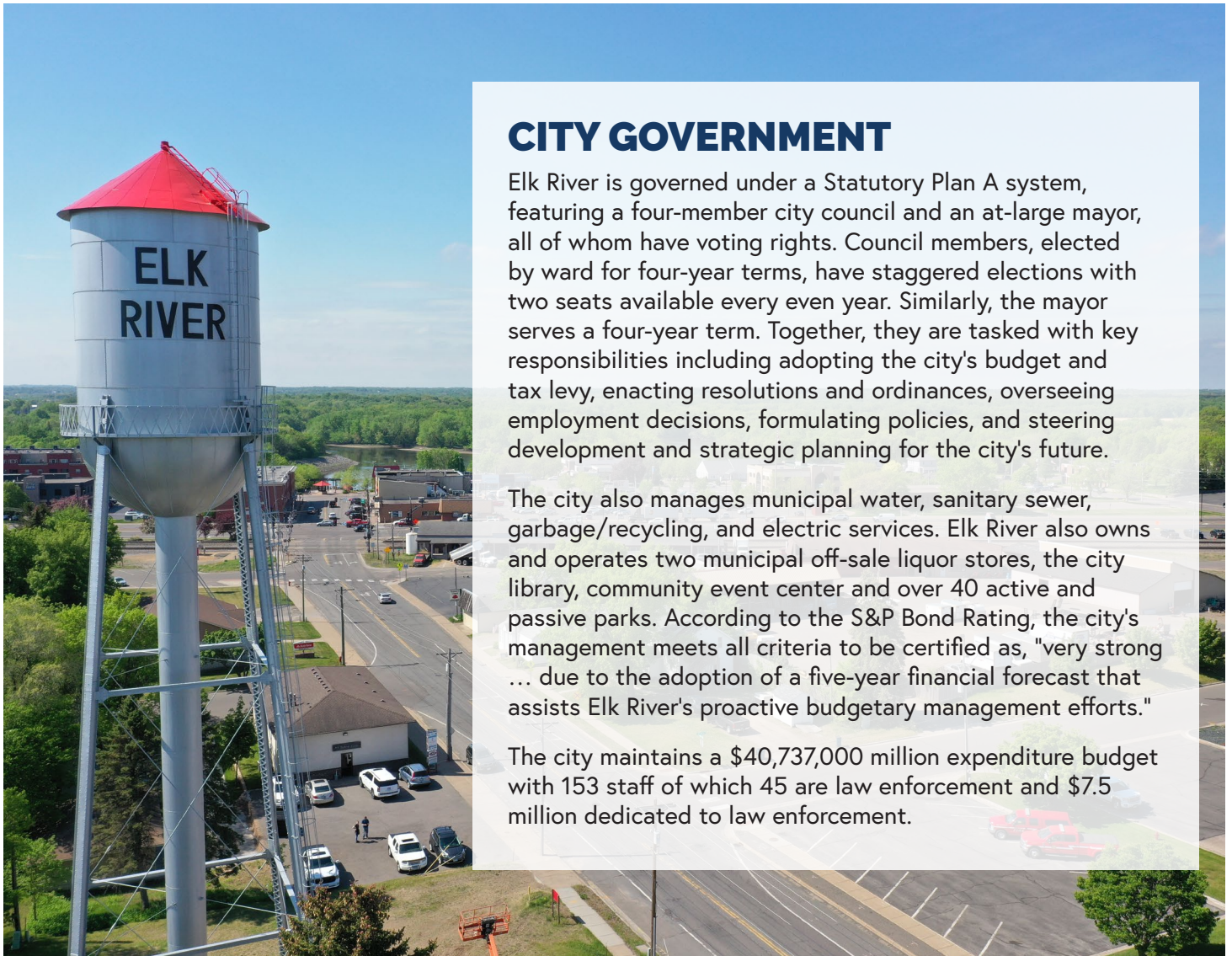
As a regional center it is regarded as the premier community within the area, Elk River boasts a high median annual household income \$95,597 and showcases significant employment diversity. Housing is predominantly composed of single-family homes 78.5%, nestled within diverse neighborhoods that offer a superior quality of living and foster strong community bonds.

Independent School District #728 (ISD #728) serves Elk River and three neighboring communities with over 13,000 students. Their educators and support staff are committed to excellence across the district and is regarded as one of the top districts in the state.

ISD 728 offers:

- Curriculum that combines arts with academics, early childhood – grade 12.
- All-day, every day 6.5-hr kindergarten program.
- World language courses in Spanish, French and German.
- Advanced Placement and College in the Schools.
- Career Technical Education (CTE) programs.
- AVID (Advanced Via Individual Determination) college readiness program, grades 8-12.
- STEM elementary and middle schools.
- EdVenture Club: Before and after school enrichment and childcare for grades K-5.
- Online courses and flexible scheduling.

Elk River is also home to Spectrum High School, a public charter school with 1,000 students in grades 6-12 with a full array of college preparatory curriculum and extracurricular activities. Saint Andrew Catholic School provides pre-K to grade 7 educational opportunities in a nurturing faith-based community.



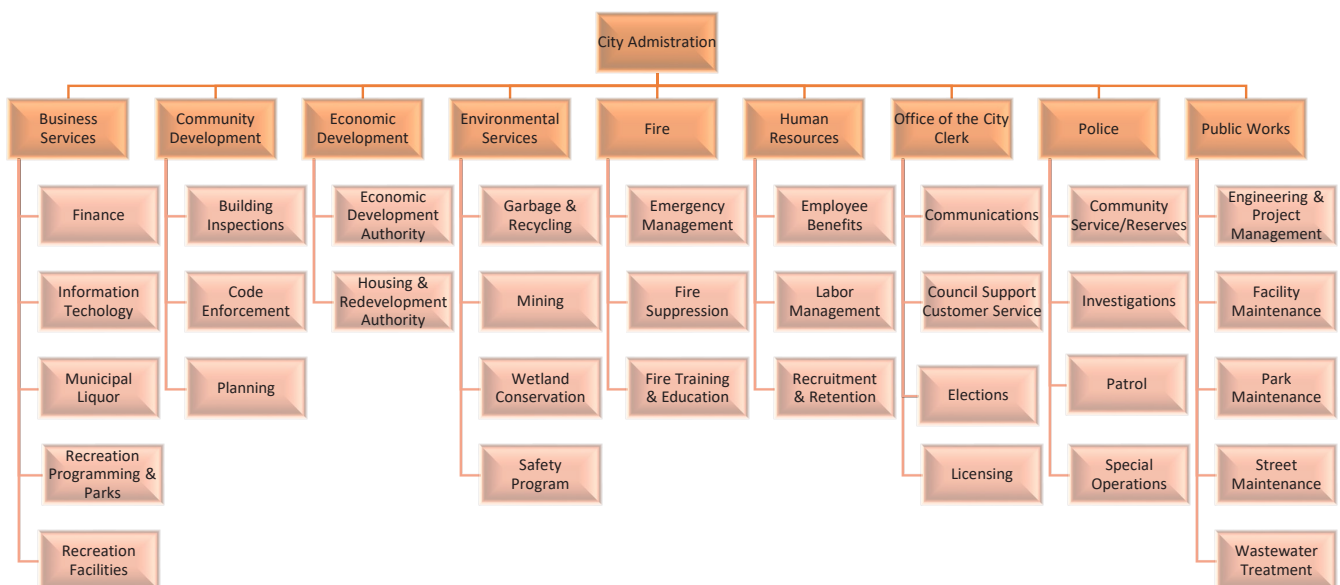
CITY GOVERNMENT

Elk River is governed under a Statutory Plan A system, featuring a four-member city council and an at-large mayor, all of whom have voting rights. Council members, elected by ward for four-year terms, have staggered elections with two seats available every even year. Similarly, the mayor serves a four-year term. Together, they are tasked with key responsibilities including adopting the city's budget and tax levy, enacting resolutions and ordinances, overseeing employment decisions, formulating policies, and steering development and strategic planning for the city's future.

The city also manages municipal water, sanitary sewer, garbage/recycling, and electric services. Elk River also owns and operates two municipal off-sale liquor stores, the city library, community event center and over 40 active and passive parks. According to the S&P Bond Rating, the city's management meets all criteria to be certified as, "very strong ... due to the adoption of a five-year financial forecast that assists Elk River's proactive budgetary management efforts."

The city maintains a \$40,737,000 million expenditure budget with 153 staff of which 45 are law enforcement and \$7.5 million dedicated to law enforcement.

ELK RIVER, MINNESOTA ORGANIZATION CHART



THE POSITION

The Police Department is a testament to respect, cooperation and rapport with residents, achieved through its strong emphasis on community involvement. The next Chief of Police is expected to uphold community engagement, continue excellent staff utilization and maintain the highest professional standards for themselves and their department.

We seek a Chief of Police who embodies a blend of adept law enforcement capabilities and profound community engagement. The ideal candidate is someone defined by innovative thinking and a collaborative spirit, backed by substantial managerial experience in law enforcement, exemplary interpersonal competencies, and an unwavering commitment to customer service. The next Police Chief will play a crucial role in integrating community members into the law enforcement strategy, actively seeking opportunities to contribute to and engage with the community.

The optimal candidate will exhibit servant leadership qualities and possess effective communication skills, vital for nurturing a positive organizational culture and bolstering morale within the department. They will maintain the high standards currently set by the department. We are in pursuit of a proactive individual, someone with the foresight to identify potential challenges, alongside the ingenuity to propose innovative solutions and achieve beneficial results.



THE POLICE DEPARTMENT

POSITION: Police Chief

Location: Elk River, Minnesota

Population: 27,232, covering 44 square miles

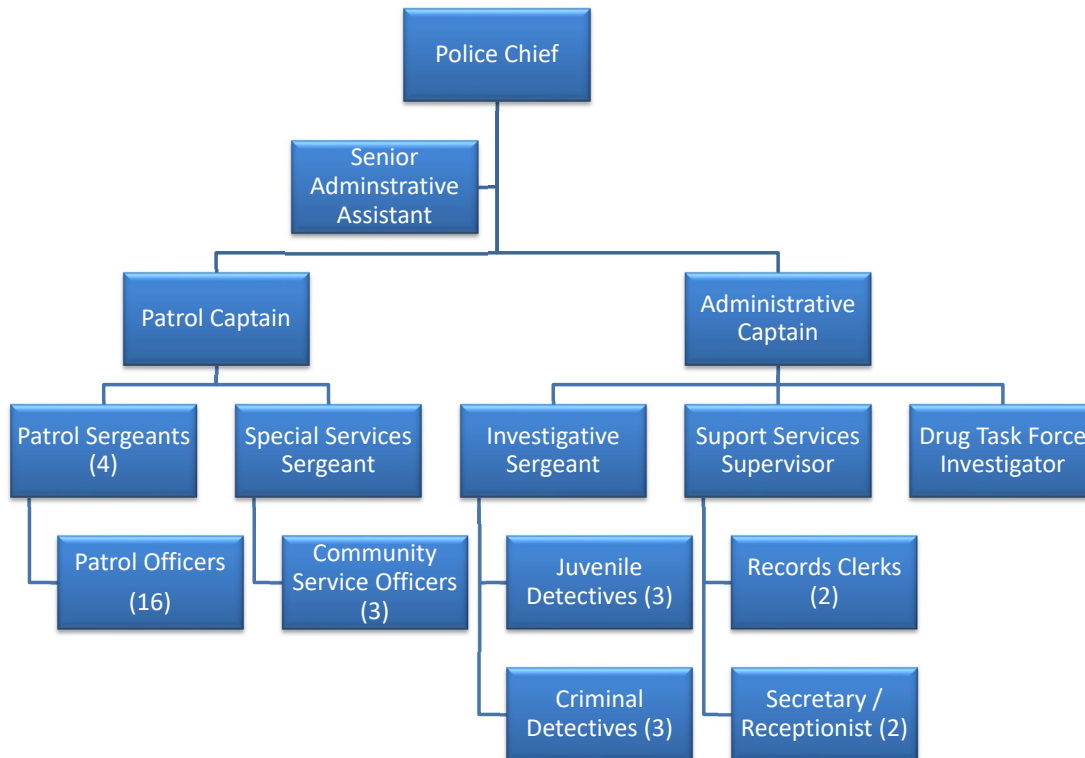
Budget: \$7.5 million

Annual Police Calls for Service: Approximately 25,500

Police Department Size: 35 sworn officers, 10 civilian staff

Unions: 3

ELK RIVER, MINNESOTA POLICE DEPARTMENT ORGANIZATION CHART



COMPETITIVE CANDIDATES WILL POSSESS THE FOLLOWING ATTRIBUTES:



- Proven track record of success in a comparable community and a demonstrable commitment to equity and inclusion.
- A firm grasp of municipal law enforcement methods and the willingness to adapt to evolving standards and practices in accordance with community needs and expectations.
- Ability to develop and maintain positive relationships with elected officials, business and community leaders, advisory boards, the news media, and the general public.
- An exceptional communicator with the ability to inspire credibility and public trust and interact respectfully with citizens from all backgrounds.
- Ability to negotiate agreements and/or reach consensus among diverse interests.
- A respected mentor skilled in identifying, developing, and collaborating with high-quality staff to achieve effective and efficient service delivery.
- Ability to attract and retain a diverse staff of sworn and civilian staff that reflects the community.
- Will lead as a positive role model for customer service, ethical behavior, transparency, dispute resolution, and problem-solving, fostering a culture that values and respects all members of the team and the community.
- A strategic thinker, anticipating issues or trends and must be open to new approaches and technologies while also thinking beyond the walls of the Police Department.
- An understanding of the importance of restorative justice initiatives.
- Excellent financial management skills, knowledge of capital planning and organizational management, and a clear understanding of the resource and budgetary needs of the department's \$7.5 million 2024 budget.
- Well-developed writing and public speaking skills.
- Excellent reputation, demonstrating a high level of honesty and integrity. A professional reputation above reproach is expected.
- A team player willing to collaborate with senior city leadership to assist in the strategic planning and development of the community and policy.

THE PROFESSIONAL REQUIREMENTS OF THE CHIEF INCLUDE THE FOLLOWING:

- **Education:** Bachelor's degree in criminal justice, public administration, or a related field is required. A master's degree is preferred.
- **Experience:** Minimum of 7 years of progressively responsible law enforcement experience, including at least 2 years in a leadership or command position.
- **Certifications:** Must possess or be able to obtain Minnesota POST certification within 6 months of hire. The completion of advanced law enforcement leadership training (e.g., FBI National Academy, Northwestern University's School of Police Staff and Command) is highly desirable.
- **Skills:** Strong leadership, communication, and interpersonal skills. Proven ability to build positive relationships with diverse communities. Demonstrated expertise in modern policing practices and technologies.





FOCUS AREAS FOR THE NEXT CHIEF OF POLICE

Recruitment and Retention - Despite minimal vacancies, it is critical for the incoming Chief to sustain and enhance the positive organizational culture that retains talent at Elk River PD. A strategic focus on external recruitment will be essential, with an emphasis on implementing effective strategies to attract top-tier police personnel.

Technology - The city is committed to technological advancement and must persist in this direction. Identifying technologies that enhance operational efficiency is crucial for our ongoing success.

Succession Planning - The Elk River PD boasts a wealth of talent. The key challenge lies in retaining this talent and strategically placing individuals where they can excel. The next Chief must acknowledge the team's capabilities and proactively support their career advancement.

Leading - The Chief shall cultivate an environment prioritizing transparency and open communication. Demonstrate a thorough grasp of effective leadership principles and their practical application. Consistently offer feedback, ensuring staff are aware of their performance in relation to department standards.

Recognize and reward exceptional work, while also preparing to implement disciplinary measures when required. Actively motivate and direct the team towards achieving the city's goals and objectives.

Service to the Underrepresented Communities - The department has successfully reached underserved communities, addressing previously overlooked needs. The next chief should ensure visibility in these areas, not solely for enforcement, but to foster a role of active engagement and guardianship within the community.

Creativity - Consistently explore innovative methodologies, policies, and procedures to boost department and city efficiency. Demonstrate creativity and open-mindedness in roles and tasks, welcoming changes that drive towards achieving set goals and objectives.

Employee / Labor Relations - Actively works to build and sustain positive relationships with all staff members, valuing their input and addressing their concerns effectively. Cultivate a workplace founded on mutual respect.





SALARY AND APPLICATION

The salary for this position is commensurate with qualifications with a range of \$146,131 to \$162,368. The city offers an excellent benefits package. Candidates must be licensed by the State of Minnesota POST Board or have the ability to become licensed within the first six months of employment.

Interested candidates should apply online by August 9, 2024, with a cover letter, resume, and contact information for at least five (5) professional references to www.GovHRJobs.com to the attention of Jon Fehlman and Mike Brethorst, Senior Vice President Recruiting, GovHR USA, 630 Dundee Road, Suite 225, Northbrook, IL 60062. Tel: 615.692.9264.

The City of Elk River, MN embraces diversity. The city is an Equal Opportunity Employer and does not discriminate on the basis of race, age, sex, religion, national origin, disability, color, genetic information, marital status, or sexual orientation.

