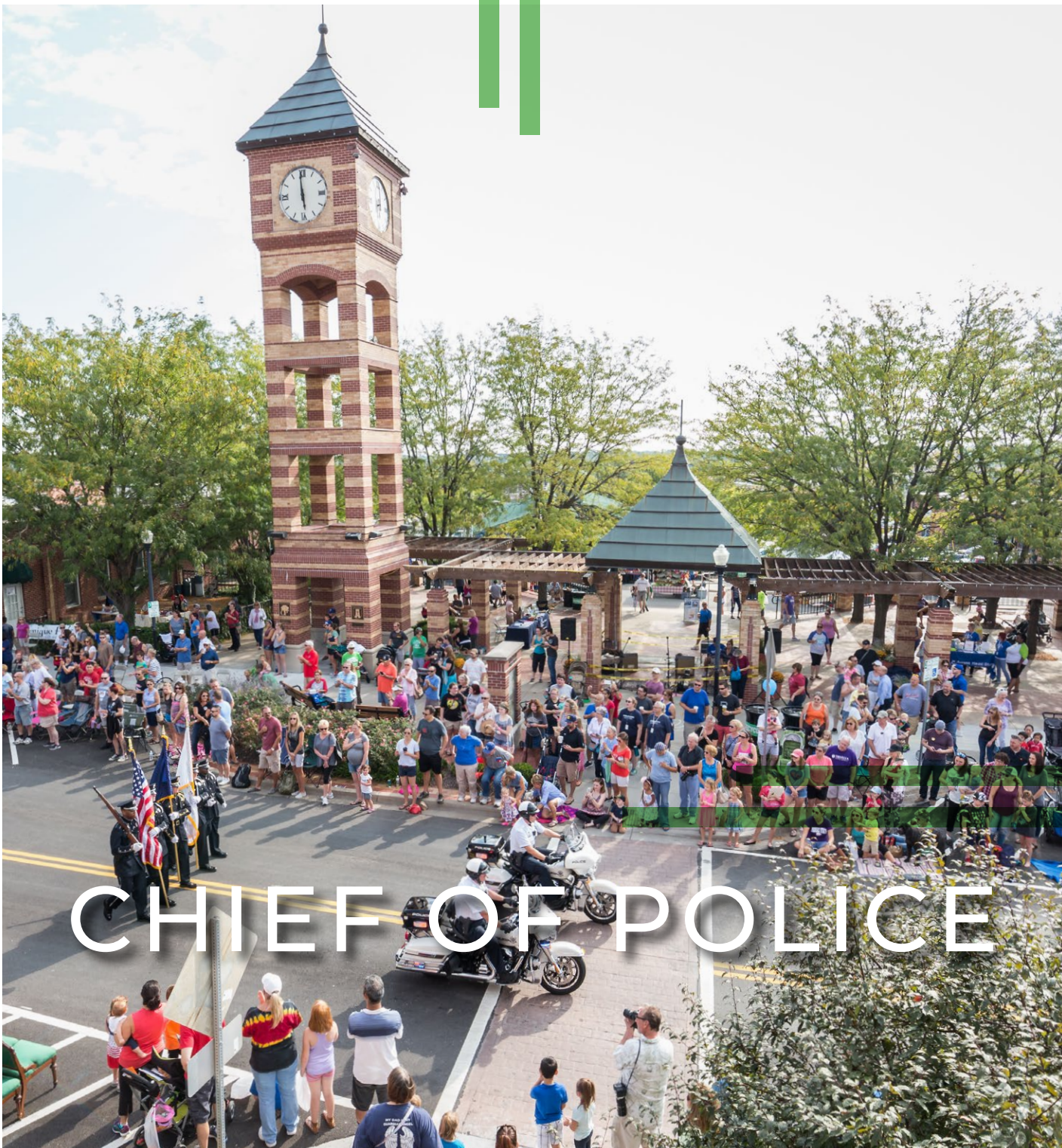


**A NATIONAL SEARCH**  
is underway for a new Chief of  
Police



**Overland Park, KS**



OVERLAND PARK, KS



01.

## THE OPPORTUNITY

**OVERLAND PARK**  
K A N S A S

**A national search is underway to attract a transformational leader with a clear vision for public safety in Overland Park, Kansas.**

The next chief of police will be a strategic, engaging, and seasoned police executive with advanced leadership skills. This is an incredible opportunity for a collaborative leader to join Overland Park's executive leadership team and help chart the future of this growing city. The next chief will build on existing relationships and create meaningful partnerships to advance public safety, enhance community relations, and improve departmental operations.

# 02.

## THE COMMUNITY

**Overland Park, a vibrant and growing community strategically located in the southwest quadrant of the Kansas City metropolitan region, spans 75 square miles in northeast Johnson County.**

As the largest city in Johnson County and the second largest city in the State of Kansas, Overland Park has a population of 200,000. The city's daytime population swells to nearly 235,000, reflecting its status as the driving force for both regional and statewide economies. A relatively low cost of doing business and a highly skilled and educated workforce have made it one of the nation's most dynamic corporate centers in the country, with over \$4 billion in annual retail sales and ongoing growth in residential, corporate office, commercial, and technology-related development. The city is home to major private employers such as T-Mobile, Black & Veatch, OptumRX, Yellow, Wells Fargo Advisors, Shamrock Trading Corporation, US Bank, and Netsmart Technologies.

The city collaborates closely with the Overland Park Chamber of Commerce on economic development and is a significant contributor to the Overland Park Economic Development Council. The city also works with VisitOP, the city's convention and visitors bureau.





**The community features a wide spectrum of interesting and outstanding restaurants, cultural amenities, a walkable downtown, regional and neighborhood parks, bike and hiking trails, and public and private golf courses.**

- The Overland Park Arboretum & Botanical Gardens, an educational, recreational and cultural resource for the Kansas City region.
- The Matt Ross and Tomahawk Ridge Community Centers
- The Scheels Overland Park Soccer Complex, named the top soccer facility in the nation by Livability, features 12 lighted, regulation-size synthetic turf fields with a cooling system
- Historic Downtown Overland Park, boasting a successful farmers market, new and existing residential neighborhoods, and a vibrant, walkable community of nearly 300 locally operated businesses
- The Johnson County Arts & Heritage Center, housing the Johnson County Museum, KidScape, Theatre in the Park, a fine arts program, an emerging arts program, and the Overland Park Historical Society
- The Nerman Museum of Contemporary Art on the campus of Johnson County Community College

Residents and visitors have easy access to excellent medical and hospital facilities, including Overland Park Regional Medical Center, Menorah Medical Center, Saint Luke's South, and Children's Mercy South hospitals. The community's exceptional schools, a variety of high-quality housing and neighborhoods, a robust economy, and a remarkably high quality of life have consistently earned Overland Park national distinction as an outstanding place to live, raise a family, buy a home, and retire.



# 03. CITY GOVERNANCE

**Overland Park operates under a “Mayor-Council-City Manager” form of government. The City Council, elected by residents, focuses on policies that meet community needs. The city manager, appointed by the mayor and City Council, oversees daily operations, and ensures efficient service delivery. The city’s comprehensive and capital improvement plans are regularly updated to manage growth and infrastructure development effectively.**

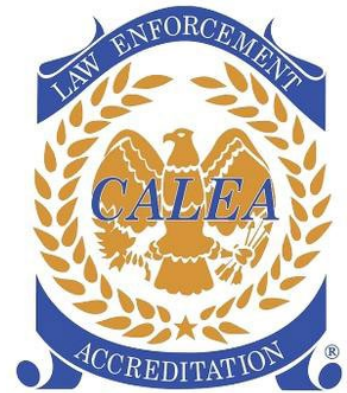
The City Council consists of 12 members elected by wards and a mayor elected at large. The city manager reports to the mayor and Council and appoints all department directors, including the chief of police. Directors are expected to contribute to the executive leadership team providing strategic leadership that supports the policy-making role of the Mayor and the City Council. The city actively engages with the community through Council-appointed boards and commissions.

# 04.

## OVERLAND PARK POLICE DEPARTMENT

Since 2018, the Overland Park Police Department has been a CALEA-accredited public safety agency.

The program is intended to enhance organizational service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review. CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Department staff work out of five police stations located across the city, serving nearly 200,000 residents and a daytime population exceeding 250,000. The Department patrols a 75-square-mile area and responds to approximately 60,000 calls for service each year. With a 2023-2024 budget of \$52.5 million, the Police Department is authorized to employ 281 sworn officers and 93 civilian employees who deliver services through Police Administration or one of two Bureaus, each managed by a Deputy Chief as follows:

- The Police Administration is responsible for overseeing and leading the Overland Park Police Department. In addition to the chief of police, the public information officer, the Department Finance Manager, and other administrative staff work in Police Administration.
- The Operations Bureau is the primary provider of first responder police services on a 24-hour basis. The Operations Bureau consists of the Antioch Division, the Parkway Division, and Fleet Operations.
  - In addition to Patrol, this bureau has numerous ancillary functions including the Field Training and Evaluation Program, Overland Park Crisis Action Team (OPCAT), School Resource Officers, citywide Community-Oriented Policing and Problem Solving Officers, the Canine Unit, Emergency Services Section, Traffic Safety Section, Motorist Assist Unit, Animal Control Unit, and Blue Valley School District SRO's are other specialty units
- The Special Service Bureau consists of the Criminal Investigations Division (CID), and the Office of Professional Standards (OPS).
  - CID includes the Crime Analysis Unit, the Violent Crimes & Domestic Violence Unit, the Economic & Organized Retail Crime Unit, the Special Victims Unit, the Property Crimes & Crime Lab Unit, and the Special Investigations Unit.
  - OPS includes the Training Unit, Internal Affairs, and the Accreditation program.

# 05.

## THE POSITION



The chief of police guides the development of department goals, policies, and objectives, and provides staff leadership on policy planning for city law enforcement activities. The chief directly supervises the deputy chiefs and provides administrative direction and oversight for comprehensive police services, security, and law enforcement programs. The chief also provides expert counsel to city management staff on issues related to policing and fosters cooperative working relationships with intergovernmental partners, advocacy groups, and community members. The chief is an active contributor to the city manager's executive leadership team.





# 06. THE IDEAL CANDIDATE

**The next chief of police will be a dynamic and community-oriented leader with a vision for advancing community-based policing and public safety.**

The ideal candidate will possess exceptional communication skills, including a commitment to transparency, which is essential for building trust within the department and with community members. The next chief will be a stabilizing force in the department. The chief will have a track record of earning respect and garnering support, which is critical for driving innovation and progress in key areas such as recruiting and retention, alternatives to traditional policing, evaluating operations, and fostering leadership development. Ensuring that departmental policies align with national best practices will be a top priority. The successful candidate will be personable, receptive to feedback, and dedicated to creating a sense of safety and security for all residents. As an integral member of the city manager's executive leadership team, the police chief will lead with integrity, both within the organization and in the broader community. A strong, visible presence within the department and the ability to cultivate positive relationships with the community are vital for building trust and forming partnerships that will prepare the Overland Park Police Department to meet the needs of the community now and into the future.



# 07.

## QUALIFICATIONS

Any combination of education and/or experience that has provided the knowledge and skills necessary for satisfactory job performance is qualifying. A typical way to establish the required knowledge and skills would be:

- Possession of a bachelor's degree in public administration, personnel management, criminal justice, law enforcement, social science, or a related field with advanced courses in police administration from the FBI National Academy or Southern Police Institute. An advanced degree is preferred.
- Fifteen years of increasingly responsible public safety experience, including at least 10 years of administrative and supervisory experience. Command-level experience at the division commander level in a comparably sized agency is qualifying.
- Hold or is capable of holding Kansas State certification as a police officer.



# 08.

## COMPENSATION AND BENEFITS

This at-will position has a competitive salary range of \$105,000 to \$255,000. The starting salary will be commensurate with the selected candidate's qualifications. The salary is augmented by an excellent benefits package. Relocation assistance will be negotiated in accordance with the City's policy.

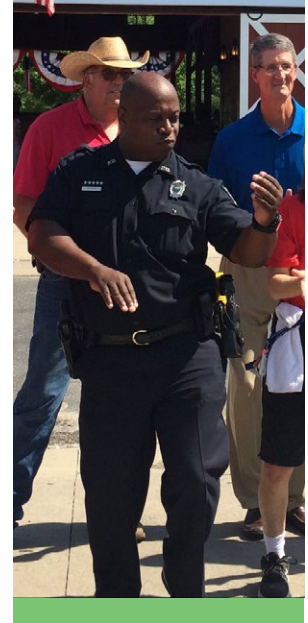


### Other benefits include the following:

- Medical, dental, and vision insurance plans
- Life insurance plans
- Health reimbursement accounts
- Medical and dependent care flex spending
- Employee assistance programs, including mental health counseling, identity theft assistance, personal money management training, and more
- Short-term disability options
- Wellness programs and incentives
- Employer contributions to retirement accounts
- Critical illness insurance
- An on-site health clinic with free services
- Educational assistance
- Income protection plans
- A full complement of retirement plans
- Paid time off for holidays, vacation and sick leave

# 09.

## NOMINATION AND APPLICATION PROCEDURES



### APPLY TODAY!

Please email a cover letter, resume, and five references to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com).

Candidates are strongly encouraged to apply early for optimal consideration. References will not be contacted until mutual interest is established.

This recruitment will be confidential through its initial stages and is considered “open” until a final selection is made. The first review of applications will occur on July 19, 2024. Only the most highly qualified candidates will be invited to participate in the selection process in late July or early August. Confidential inquiries and nominations are welcomed and should be directed to Public Sector Search & Consulting, Inc.

### APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

**Public Sector Search & Consulting, Inc.**

(916) 789-9990

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

**Mr. Gary Peterson, Chief of Police (ret.) - President/CEO**

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# Raising the bar for Public Sector Search

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