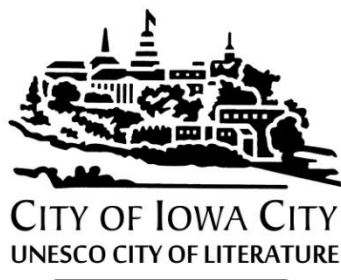




Iowa City, Iowa

Invites Qualified Candidates to Apply For Police Chief



ABOUT IOWA CITY

Offering big-city amenities along with small-town hospitality, Iowa City is recognized by many national surveys and publications as one of the best places to live, work, play, raise a family, and retire. With a population of more than 74,000, Iowa City is the county seat of Johnson County which has a population of more than 144,000.

Nestled in the heart of the Midwest, Iowa City has long served as a locus for culture, education, variety, and fun. When statehood was achieved in 1846, Iowa City was the first state Capitol. The Capitol was moved to Des Moines in 1857. "Old Capitol" is now a national historic landmark.

Iowa City is a diverse community from all perspectives including social, economic, business, education, and housing. One of the major contributing factors to the community's diversity is the University of Iowa which was founded in 1847. It is recognized as one of the nation's top public research universities offering more than 200 majors, minors, and certificate programs for its 31,000 students.

Iowa City is a culturally, ethnically, and racially diverse community. Whether walking downtown on the tree-lined Pedestrian Mall, strolling on the University of Iowa campus, or frequenting one of the community's many fine restaurants, one cannot help but notice in the space of minutes the cosmopolitan nature of Iowa City with its many different languages and accents spoken. Other relevant demographic information is 59 percent of the community's population has at least a bachelor's degree which is double the national average, and the community's median age of 26 is 31 percent below the U.S. average.

Iowa City is the only North American community designated by the United Nations Educational, Scientific, and Cultural Organization (UNESCO) as a City of Literature. This designation was conferred on Iowa City in 2008 in recognition of the community's deep cultural assets and its strong creative and economic foundations.



EDUCATION

Since 1936, the University of Iowa has been home to the renowned Iowa Writers' Workshop which has fostered the creative talents of writers such as Ray Bradbury, Kurt Vonnegut, and Flannery O'Connor. University of Iowa Hospitals and Clinics is one of the largest university-owned teaching hospitals in the nation and has been named one of "America's Best Hospitals" by *U.S. News and World Report* magazine. Also, the University has been a pioneer in such diverse fields as speech pathology, space exploration, and educational development.

The University of Iowa has a long and distinguished list of national firsts including:

- admitting men and women on an equal basis;
- admitting students regardless of race; and
- creating a Master of Fine Arts degree.

Iowa City is also served by the Kirkwood Community College campus which has an enrollment of 3,300 students. Besides a full Arts and Sciences curriculum, Kirkwood offers customized training programs for area businesses.

Iowa is known for its emphasis on education and routinely has some of the highest performing school districts in the country. The Iowa City area is no exception offering a variety of excellent K-12 educational opportunities. The Iowa City Community School District has a growing enrollment of more than 13,000 K-12 students. The District includes the nearby communities of Coralville, Hills, and North Liberty and has 20 elementary schools, three junior high schools, two senior high schools with a third to open in Fall of 2017, one alternative school for seventh through twelfth graders as well as daycare and pre-school facilities. Iowa City is also home to: Regina High School, a private Catholic institution; Willowwind School, an independent school with K-8 and Montessori pre-school; and Preucil School of Music specializing in the Suzuki method of instruction.



ECONOMY

Iowa City's economy is as diverse as it is prosperous and includes Proctor and Gamble, Pearson, Oral B Laboratories, the corporate headquarters for ACT, and scores of smaller industries and businesses. The University is the community's largest employer with more than 24,000 employees. The academic and research mission of the University along with the health care services provided by its hospitals and clinics have a tremendous economic impact on the area.

The Cedar Rapids/Iowa City Creative Corridor located at the crossroads of I-80 and I-380 in the center of the United States is a model of regional development. Iowa's Creative Corridor is home to one-half million residents in a seven-county region in Eastern Iowa. For more information about Iowa's Creative Corridor and its regional brand, please visit creativecorridor.co/.



LEISURE AND CULTURE

From music and art festivals to Broadway performances, Iowa City has an event to suit anyone's taste. During the summer months, live music becomes a part of the downtown's irresistible ambiance. Each July the community hosts a jazz festival that attracts music enthusiasts from near and far. The annual Iowa Arts Festival features the state's best visual art, music, and food. Over the years the Hancher Auditorium has hosted productions such as *Stomp*, *Rent*, *Cats*, and *Les Miserables*. Hancher has also showcased the best in entertainers including Jerry Seinfeld, Yo Yo Ma, and Wynton Marsalis. Unfortunately, Hancher Auditorium was damaged beyond repair during the devastating flood of 2008. Hancher has been hosting events at various venues in Iowa as it awaited completion of a new \$176 million

auditorium. The new auditorium will be opening soon, and Hancher's 2016-17 entertainment lineup includes Steve Martin and Martin Short, the Book of Mormon, Joffrey Ballet's presentation of the Nutcracker, the Sound of Music, the Cleveland Orchestra, Mamma Mia!, and the Boston Pops Esplanade Orchestra.

Iowa City also has several community theatres including Riverside Theatre's Shakespearean stage located in City Park. This open-air theatre presents shows under the stars. The restored historic Englert Theatre is located downtown, and the community also has a vibrant Iowa City Community Theatre.

Iowa City boasts rolling hills, lush and scattered woodlands, and tall grasses. The City enjoys an extensive parks and recreation system that includes nearly 1000 acres of prairie, wetlands, and forested acres and over 40 miles of trails. Nearly every Iowa City resident lives within one-half mile of public open space. Coralville Lake, located north of Iowa City, offers a multitude of recreational activities. In addition to over 5,000 acres of water for pleasure boating, fishing, swimming, and water skiing, the area is laced with attractive hiking, biking, and cross-country skiing trails and offers 500 campsites.

Iowa City is full of unique shopping opportunities. The vibrant, walkable downtown is unequalled when it comes to offering specialty goods including clothing, jewelry, art, gifts, toys, books, and more. The Coral Ridge Mall located in nearby Coralville is a full-scale regional shopping mall.

In December 2015, the Iowa City/Coralville Area Convention and Visitors Bureau (CVB) released a new marketing video entitled "Great Big Storm" which can be found at <https://www.youtube.com/watch?v=HMmykFeF1-Y>.

Additional information about Iowa City is available at www.icgov.org.



Photo courtesy of Chad Lautner

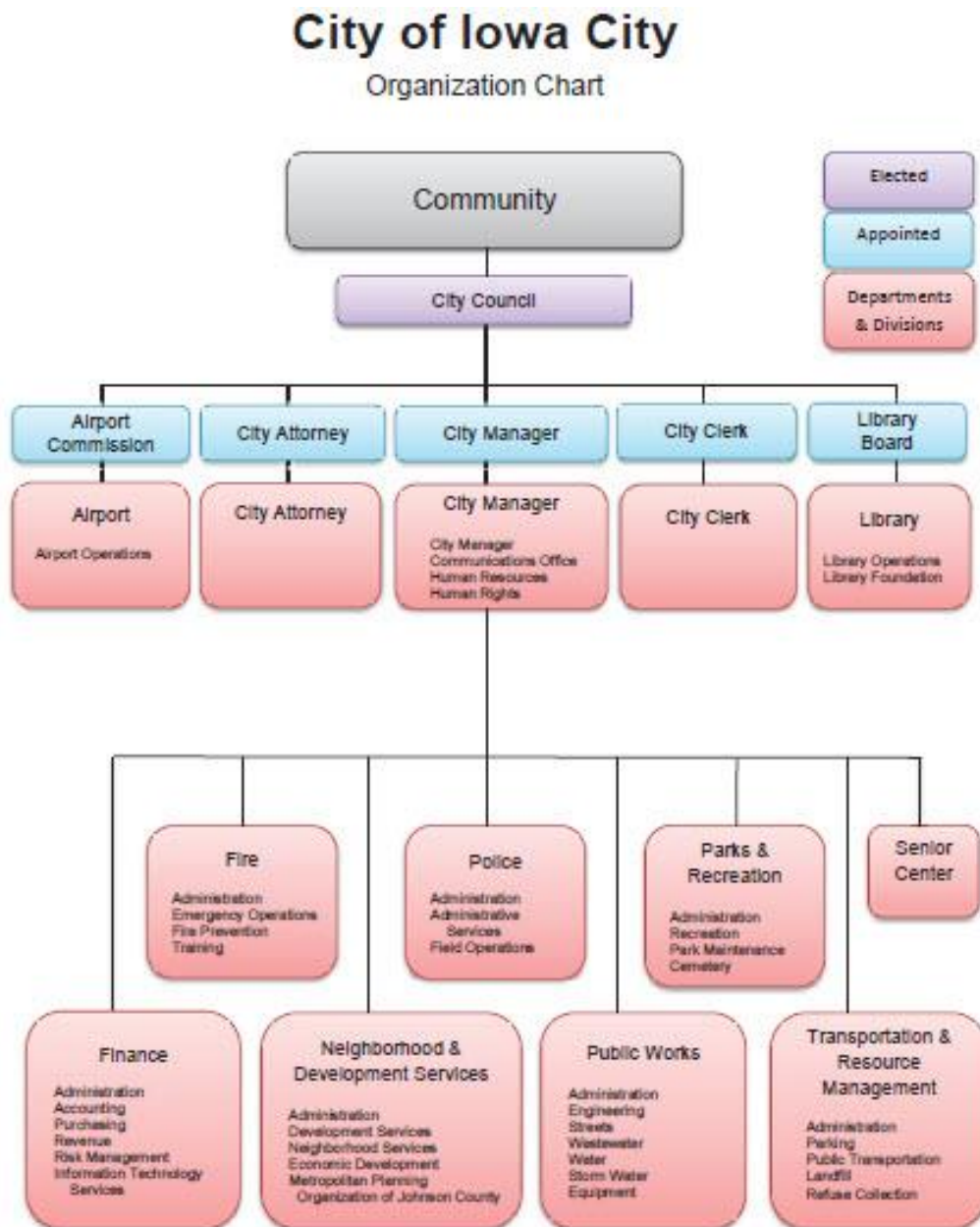
CITY GOVERNMENT

The City of Iowa City has operated under the council-manager form of government since 1951. In 1973, Iowa City voters approved a home-rule charter for the City making it one of the few cities in Iowa with a charter which provides the City with more authority and flexibility.

The City Council consists of seven Council Members elected at-large to four-year overlapping terms. There are no term limits and Council elections are nonpartisan. Three Council Members are nominated by district. A primary election is held in the district only if there are three or more candidates for a district Council seat. One of the Council Members is selected as Mayor by a majority vote of the Council and serves a two-year term as Mayor. The Mayor is a voting member of the Council and has no veto power.

The Council appoints a City Manager, City Attorney, and City Clerk. The Council and Civil Service Commission also approve the City Manager's appointment of the Police Chief and Fire Chief both of whom report to the City Manager.

Iowa City is a full-service municipal government providing a wide array of services as shown in the organizational chart below. The City is on a July-June fiscal year and has an annual budget of \$168 million and 600 FTE's.



OUR SEVEN GOALS

Iowa City's 2016-2017 Strategic Plan

A more Inclusive, Just and Sustainable Iowa City



STRATEGIC GOAL 1

Promote a Strong and Resilient Economy



STRATEGIC GOAL 2

Encourage a Vibrant and Walkable Urban Core



STRATEGIC GOAL 3

Foster Healthy Neighborhoods throughout the City



STRATEGIC GOAL 4

Maintain a Solid Financial Foundation



STRATEGIC GOAL 5

Enhance Community Engagement and Intergovernmental Relations



STRATEGIC GOAL 6

Promote Environmental Sustainability



STRATEGIC GOAL 7

Advance Social Justice and Racial Equity

The City conducts collective bargaining with Police, Fire, and AFSCME units. Police Officers are represented by the Police Labor Relations Organization (PLRO) of Iowa City. This bargaining unit does not include Sergeants, Lieutenants, Captains, and the Police Chief. The PLRO has a good working relationship with the City.

The City has a three-year agreement with the Police bargaining unit which is in effect until June 2019. The City has a three-year agreement with the Fire union represented by the IAFF which also is in effect until June 2019. The AFSCME bargaining unit which is comprised of many office, field, technical, and professional employee classifications including Police Records and Animal Services Officers positions has a five-year agreement with the City which is in effect until June 2020.

There are presently 33 neighborhood associations in Iowa City which have officially been recognized by the City. The Neighborhood Council of Iowa City, a collaboration of neighborhood associations, addresses issues common to all neighborhoods.

ACCREDITATIONS, AWARDS, AND RECOGNITIONS

The Police Department has been a Commission on Accreditation for Law Enforcement (CALEA) accredited law enforcement agency since 1999. The Fire Department was accredited by the Commission on Fire Accreditation International (CFAI) in 2008 and is one of only 187 organizations in the world to earn CFAI Accredited Agency status.

The City of Iowa City has a AAA bond rating which is the highest rating available. Iowa City is one of only two cities in Iowa with this coveted bond rating. In addition, the City has received the Government Finance Officers Association (GFOA) Certificate of Achievement for Excellence in Financial Reporting and the GFOA Distinguished Budget Presentation Award for many years.

IOWA CITY RECOGNITIONS—2015 and 2016

Following are some of the recognitions received by Iowa City in the last two years.

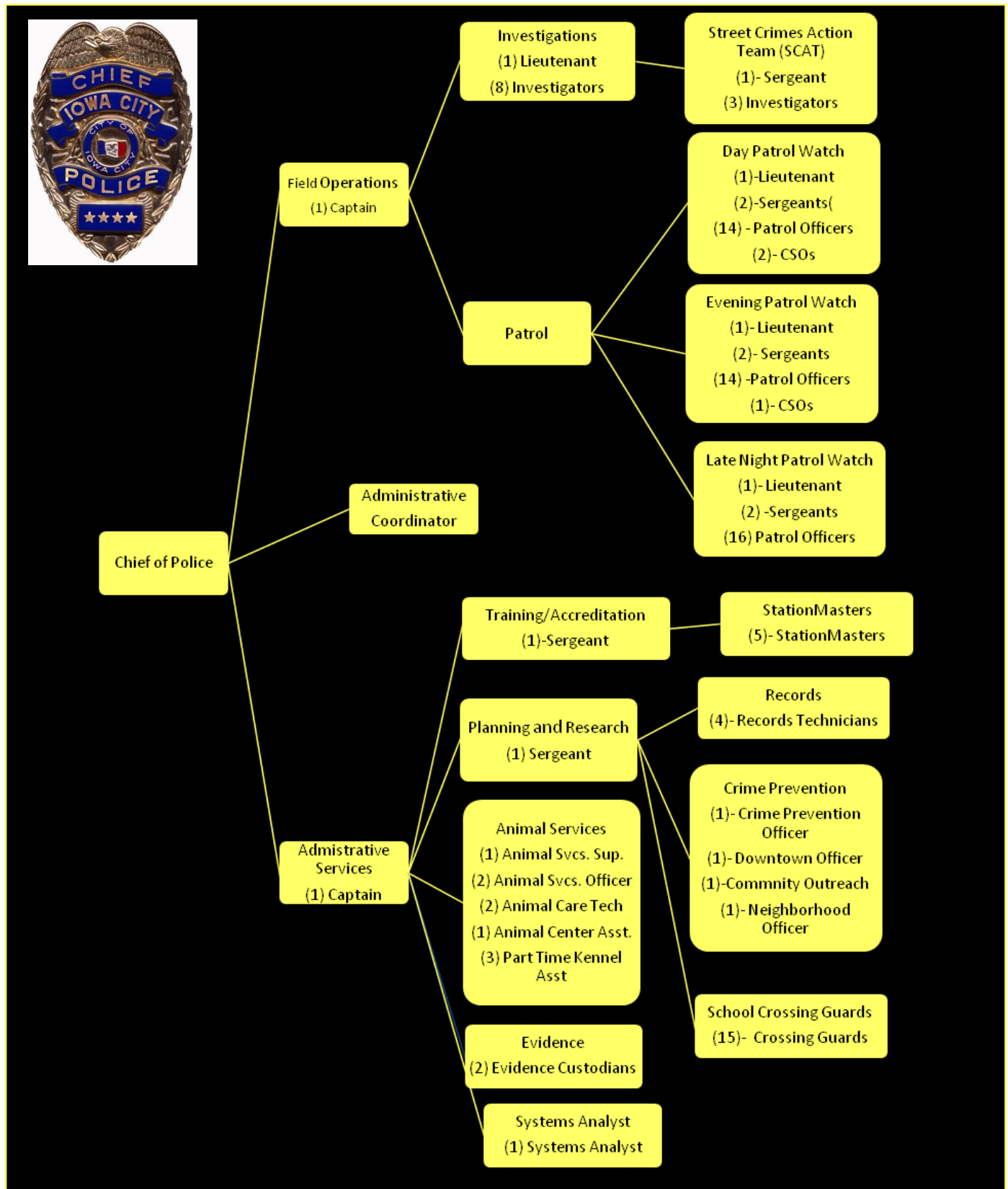
- #1 Best Cities For College Grads by huffingtonpost.com
- #3 Best City To Live In America by outsidemagazine.com
- #1 Employment Destinations Index by American Institute for Economic Research
- #6 The 10 Smartest Cities in America by MarketWatch
- #2 Least-Stressed City in U.S. by smartasset.com
- #4 Best College Towns by American Institute for Economic Research
- #5 Best-Performing Cities (Small Cities) by Milken Institute
- #6 Easiest Cities to Find a Job by ziprecruiter.com
- #8 Top 30 Small Cities by Area Development Magazine

POLICE DEPARTMENT

The Iowa City Police Department (ICPD) has an annual budget of \$12M and 110 FTE's including 82 sworn positions. The Department provides patrol, investigations, crime prevention, animal control, and other related services. All sworn Police personnel and select non-sworn personnel wear body cameras and Police squad cars are equipped with cameras as well.



Iowa City Police Department Organization Chart



The Police Department's primary Police Station is located in the same building as City Hall at 410 E. Washington Street downtown. A Police Substation opened in 2010 in southeast Iowa City houses the Crime Prevention Office. This Substation makes southeast Iowa City neighborhood involvement more accessible by offering convenient access to police if needed. Through a partnership with the Iowa City Downtown District, the District provides partial funding for a Police Officer who maintains a walking beat downtown.

One of the aforementioned City Council strategic goals is to advance social justice and racial equity. The Police Department and others play a significant role in helping to achieve this goal. Sub-areas within this strategy include:

- Develop and implement a racial/socioeconomic equity review toolkit;
- Support the Housing First initiative and other local homeless efforts including the temporary winter shelter;
- Evaluate initiatives to effectively engage the community's youth;
- Identify and Implement an achievable goal to reduce disproportionality in arrests;
- Create a racial equity grant program;
- Develop a partnership with the University of Iowa and other key stakeholders that will aid efforts to recruit and retain a greater minority workforce; and
- Identify a substantive and achievable goal for the provision of affordable housing in Iowa City and implement strategies to achieve this goal.

The Iowa City Community Police Review Board (CPRB) was established in 1997 to provide the public with a complaint process regarding potential police misconduct and assure that investigations into potential misconduct are carried out in a fair, thorough, and accurate manner. The review process is initiated with a Police Department investigation report. The CPRB can either sustain the investigation report's recommendation regarding discipline, or not sustain it, in which case the CPRB's recommendation is returned to the Police Chief for a final decision regarding disciplinary action.

The last Police Chief recently retired after being in the position for 11 years. In the last 41 years there have been only three Iowa City Police Chiefs.



Photo courtesy of University of Iowa Athletics Department



ISSUES AND OPPORTUNITIES

The following is a summary of the issues and opportunities to be managed by Iowa City's next Police Chief.

Internal and External Engagement

The Police Chief should have proactive in-person contact with Police employees to keep them informed and ensure a consistency of message throughout the Department. The Police Chief is the face of the Department and should be an active community participant/leader. The Chief should also encourage Police employees to be involved in the community and initiate positive interactions with residents.

Police/Community Relationship

With increased tension nationally between police departments and racial minorities and the inception of the Black Lives Matter movement, the Police Chief will be expected to engage in this issue and develop policies and programs that strengthen bonds in the community. There is a need to facilitate ICPD dialogue with many historically disadvantaged groups and the general public to build more trust and connection especially between ICPD and the Black and Hispanic communities. Much of the foundation for this type of dialogue is already in place given Iowa City's long history of engaging in public dialogue for community betterment. The next Police Chief must have compassion and understanding of social and racial justice.

Homelessness

As in many communities, there are persons who are homeless that reside in Iowa City. The Shelter House is a local nonprofit agency that provides emergency shelter and programs to help people get back to work, assists persons who are elderly or disabled in accessing benefits and health care, and moves individuals and families into their own homes. In 2014-15 the Shelter House provided emergency shelter for 817 adults and children which is a 25 percent increase over the previous year. The Police Chief will be involved in working with a multitude of community partners in continuing to address this issue.

Non-U.S. Citizens

Johnson County offers a community photo identification card to ensure all residents including non-U.S. citizens can participate fully in the economic and social life of the area. The intent of this program is also to make non-citizens more comfortable contacting Police with knowledge about potential crimes.



Photo courtesy of University of Iowa Athletics Dept.

Crisis Intervention Team

Several Police personnel and others from Iowa City recently travelled to San Antonio to learn about their Crisis Intervention Team (CIT) model designed to improve the way law enforcement and the community respond to people experiencing mental health crises. The CIT is built upon strong partnerships among law enforcement, mental health provider agencies, and individuals and families affected by mental illness. The ICPD will be actively working with other City departments and nonprofit agencies in CIT procedures with the goal of getting help to those suffering from mental health challenges and drug and alcohol abuse, diverting them from jail, and de-escalating potential crisis situations.

Disproportionate Minority Contact

The ICPD which is one of two Iowa police departments that collect and analyze traffic stop data has been collecting this data since 1999 in response to concerns by some about racial profiling. A Saint Ambrose University (located in Davenport, Iowa) Sociology and Criminal Justice Professor conducted a studies in 2014 and 2016 that indicated levels of disproportionality in traffic stops and outcomes. The Police Chief will be leading an effort to identify and implement an achievable goal to reduce traffic stop racial disproportionality with the goal of strengthening community confidence and trust in the ICPD.



Media Relations

Being a robust economic, political, and cultural force, Iowa City receives media coverage from two local newspapers, one Cedar Rapids newspaper, and one Des Moines newspaper. The community also receives coverage from four eastern Iowa television stations. The Police Chief needs to take an active role in framing issues and providing rationale for Police Department actions and policy positions to the news media. Media briefing responsibilities are shared between the Police Chief and the Department's Public Information Officer (PIO) on an issue-by-issue basis.

More Diverse Police Force

There is a desire to diversify the ICPD workforce in terms of gender, racial makeup, and sexual orientation to more closely reflect community demographics. This will take an accelerated effort on the part of the ICPD to outreach with schools, colleges, and others to attract the aforementioned groups' interest in choosing a career in law enforcement. Entry-level testing also needs to be periodically reviewed to assure it is bias-free.



Community Policing

The ICPD has a Crime Prevention Officer, Downtown Liaison Officer, and Neighborhood Response Officer whose positions are geared to building strong community relationships and preventing crime. Also, there are three officers assigned as liaisons to the Lesbian, Gay, Bisexual, Transgender, Queer/Questioning (LGBTQ) community to foster better relations between ICPD and this community and obtain information to help prevent and solve crimes. The City is interested in considering additional community policing programs.

Cooperation with Other Local Law Enforcement Agencies

The ICPD has a collaborative relationship with the other six Johnson County law enforcement agencies. Regional partnerships include the Joint Emergency Communication Center, Drug Task Force, Metro Bomb Squad, Citizens Police Academy as well as jointly covering big events such as Iowa Hawkeye football games.

JOB REQUIREMENTS

The minimum job requirements are: 1) Bachelor's degree in Criminal Justice or related field from accredited college or university with Master's degree preferred; and 2) ten years in public law enforcement, five years of which must have been as a supervisor or command officer.

Desired Professional and Personal Attributes

The following are the desired professional and personal attributes for Iowa City's next Police Chief:

- Appreciation and sensitivity with cultural and racial diversity a must;
- Approachable, dynamic leader who is able to inspire community and ICPD;
- Thick skin and not defensive with ability to interact with all people;
- Mentors/coaches employees and provides clear and consistent expectation of performance and promotional criteria;
- Good public speaking skills with command presence and ability to think well on feet;
- Respectful of community protest as exercise in democracy and form of feedback;
- Solution-focused and open to productive change;
- Active participant on City Executive Team with willingness to assist other Departments;
- Good listening and communication skills;
- Transparent within limits of law;
- Regional law enforcement cooperation important;
- Ability to manage, motivate, and hold Department employees accountable;
- Ability to continue productive working relationships with labor unions; and
- Bilingual ability a plus.



COMPENSATION

The compensation for the Police Chief job is highly competitive including an excellent fringe benefit package. The starting salary is dependent on the selected individual's qualifications and match with the desired attributes being sought by the City. The City will pay reasonable and customary moving expenses for the next Police Chief who is required to live within the city limits.

To Apply:

In order to be considered for this position, please send your resume and cover letter with current salary by **September 11, 2016** to pwconsulting@cox.net. For additional information about this job, please contact:

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